

Thatcher  
'idolatry'  
reaps  
wrath of  
Durham

By Colin Brown.  
Political Reporter

THE BISHOP of Durham yesterday described Mrs Thatcher's belief in the free market as a common form of 'idolatry' born of ideology which hit hardest at the worst-off in society.

The Right Reverend David Jenkins was attacking the Transport Bill during his second reading in the Lords.

"There is a quaint and faintly archaic air of unreality which pervades the bill with nostalgia. This nostalgia, if it exists, is of a kind of busy little men and women who set up local empires of one or two-man bus companies," he said.

"Surely this is a romantic dream which can only be legislated for by persons in the grip of a strong, oversimplified faith — I am not in favour of an over-simplified faith."

Supporters of the bill, designed to open up local bus services to private competition, were naive in their view of competition and the profits which it was forecast would result from the changes.

There were "grave grounds for disquiet about this bill, a disquiet which is sketch, page 2; Politics, page 1."

moral, political and practical. The Government should think again and slow up the timetable for implementation.

THE Bishop's views reminded the political row over his appointment and are likely to incense his Conservative critics, some of whom called for his resignation during the miners' strike.

Mrs Thatcher's supporters were certain to be offended by the suggestion that the principle behind the bill was a "common form of idolatry."

He said that moral disquiet lay behind the valid questions which could be put to the bill's proponents. Were they building their faith in a simplified view of the market and asking that faith to bear more than it could or should bear?

"It does seem to be a very naive and almost certainly false faith. When it is used to refute or ignore serious arguments about various aspects of a public service and social service and the proper use of state subsidy and the need for local order, it does come to look dangerously like idolatry."

He asked why the Government was deregulating and deregulating the serious attempts which had already been made in areas like Tyne and Wear to get co-ordinated bus services.

The bill, which has already passed all stages in the Commons, also scraps road licensing, except in London and

Turn to back page, col. 3

Bishop Jenkins... 'archaic air of unreality'

Judge attacks use of bullets  
instead of riot equipmentS. Africa  
carnage  
blamed  
on police

From Patrick Laurence  
in Johannesburg

The deliberate withholding of standard riot equipment and the issuing of bullets and cartridges may well have led to the death of 20 blacks at the hands of South African police in Uitenhage, Eastern Cape Province on March 21, the judge who inquired into the incident reported yesterday.

The shooting at a crowd on its way to a funeral for riot victims, was the worst incident in the unrest, which has claimed 400 lives in the past 18 months.

Mr Justice Donald Kannev Meyer also said in his report that police evidence which described the crowd as heavily armed with knives and sticks was exaggerated, while the police assertion that they were attacked by a hail of stones was a fabrication.

"The inevitable conclusion is that the stone attack... was fabricated in order, in part, to justify the shooting," he said.

Sixteen of the dead and most of the 27 reported injured were shot from behind, indicating that the firing to stop the crowd went on longer than necessary.

He said the police armoured vehicle patrols which encountered the crowd of blacks were issued with sharp ammunition for their rifles and side arms and heavy calibre cartridges for their shotguns but not with the "standard riot control equipment" or bird shot, rubber bullets and teargas.

The non-issue of standard equipment was the result of a deliberate policy and a matter of "grave concern," he said, adding: "had proper equipment been available, the gathering may well have been dispersed with little or no harm to the persons involved."

The report concluded that no sinister inferences could be drawn from the inaccurate statement made to Parliament on the day of the shooting by the Minister of Law and Order, Mr Louis Le Grange.

A second vital factor leading to the shooting was the confusion caused by the unnecessary ban-

ning "on doubtful grounds" of the funerals of earlier unrest victims, Mr Justice Kannev Meyer said.

Funerals originally planned for the Sunday, March 17, were banned and scheduled for Thursday, March 21, only to be banned again and postponed to the next Sunday.

"Not only was the confusion caused by the conflicting orders a likely source of frustration and resentment but the final order was obtained in an improper way," he said.

"The attitude adopted by the police towards the funerals of people who have died as a result of police action should be reviewed as a matter of urgency," the judge added.

Police in an armoured vehicle under the command of Warrant Officer Jacobus Penz were criticised by Judge Kannev Meyer for taunting the crowd and challenging it to throw stones before it started out on its march.

Judge Kannev Meyer concluded that the crowd was not intent on attacking whites in Uitenhage, as alleged by police witnesses.

Of police descriptions of the weapons carried by the crowd, he said: "The only weapons left on the scene (after police opened fire) were a piece of wood, a pick handle and a length of iron."

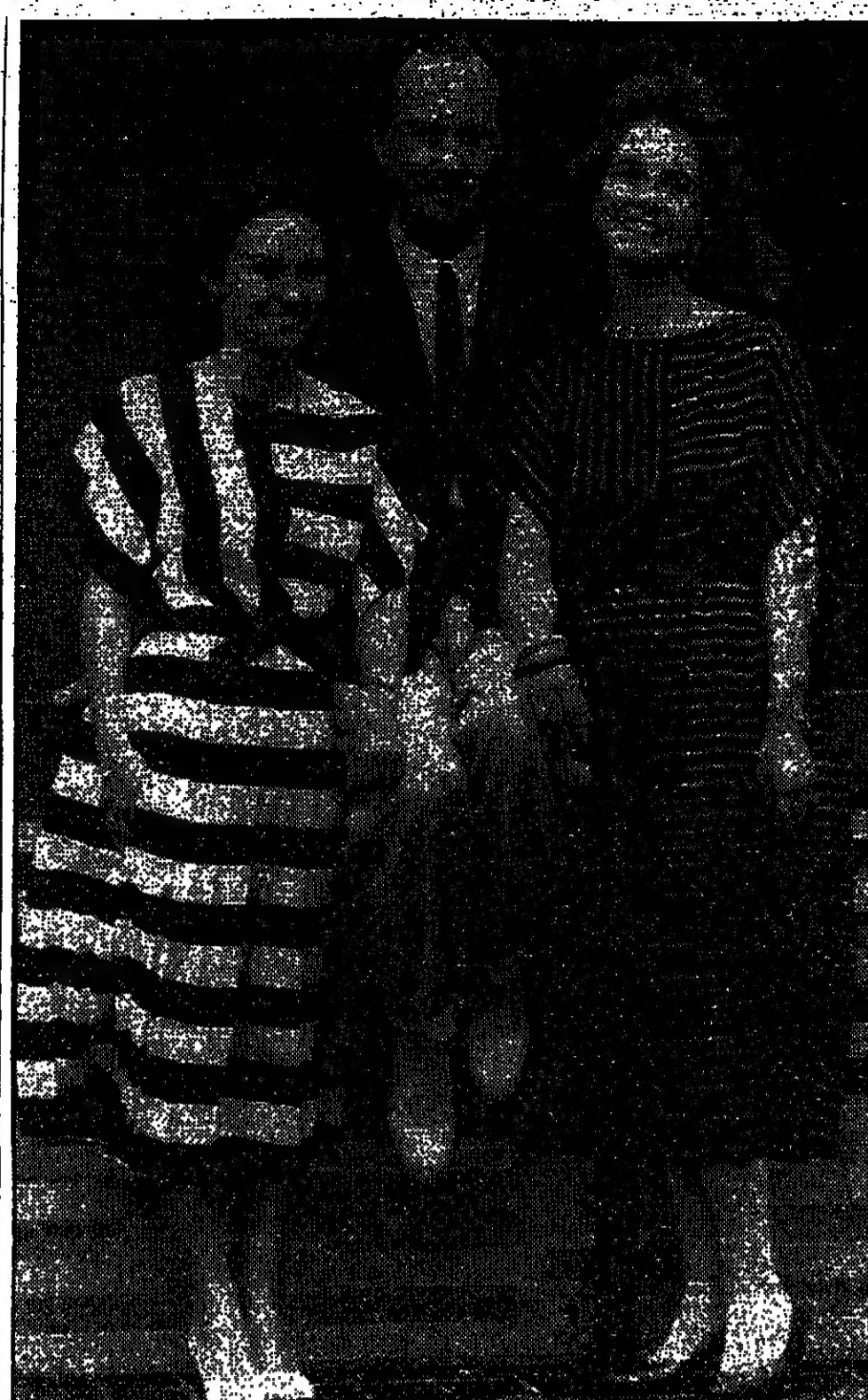
Rejecting the police evidence that they had been subjected to a rain of stones, he noted that not a single member of the crowd of the two armoured vehicles had been hit.

He refused, however, from criticising the police officer in charge, Lieutenant John Fouché, for his decision to open fire.

When the marching crowd was intercepted by police sections of it were chanting a song about killing whites, partly as a result of the earlier provocative remarks by the police under Warrant Officer Penz.

Responding to the report, the Ministry of Law and Order noted that Mr Justice Kannev Meyer had dismissed allegations that 43 people had been killed, that police had improperly disposed of bodies and shot injured people, and that a baby-in-arms had been killed.

It said a police board of inquiry had been set up



CITY SLICKERS: Stock Exchange guides Teresa Harris, left, and Pamela Allen, parade their summer outfits designed by Roland Klein, centre. A silk jacket, shoes and belt complete the look. Picture by Garry Weaver

25 agents freed  
at Berlin  
crossing in  
biggest spy swap

From Anna Tomford  
in Bonn

America yesterday traded four convicted Soviet block spies for 25 Western agents held in the East in the biggest East-West spy exchange since the war.

The exchange, in the middle of Glienicke Bridge, which divides West Berlin from East Germany and is used by the Western Allies for access to their military missions in Potsdam, followed three years of negotiations in which the Soviet Union took part.

A senior US official said in West Berlin yesterday:

"Two of the 25 Western agents released had remained behind in East Germany" but could come to the West soon.

The 23 who came across and were imprisoned in East Germany and Poland included 17 Germans, some of whom served life terms. The four East bloc agents released by the US were two Germans, one Pole, and a Bulgarian.

The US Assistant Secretary for European Affairs and ambassador-designate to Bonn, Mr Richard Burt, was at the bridge when the 23 prisoners were driven up and boarded a US military coach which took them to the West.

Asked about the mood of the released East Germans and Poles after the exchange, a senior US official commented: "They were very happy people indeed."

The four East bloc spies, two of whom were convicted for working for the KGB, crossed into East Germany after flying from America overnight.

The two East Germans were named as Alice Mickelsen, a 67-year-old grandmother, sentenced to 10 years on espionage charges last year, and Alfred Zeh, serving a 10-year term. The other two were Marian Zecharski, a Pole, sen-

tenced to life imprisonment in 1961, and Remy Kostadinov, a Bulgarian serving a 10-year term.

Mrs Mickelsen, was arrested on October 1 last year, moments before she was to leave the United States with a batch of classified cables recorded on tape given to her by a US army intelligence officer who pretended to be a traitor. On June 3, in a secret court session in New York that she requested, she pleaded guilty to a charge of aiding and abetting an attempt by a foreign government to obtain US military secrets and was sentenced to 10 years in prison.

But the sentence was later reduced to five years' probation, and she was ordered not to return to the United States.

Glienke Bridge, also called the Bridge of Unity, was the scene in 1962 of the spectacular exchange between Colonel Rudolf Abel, the top Soviet atomic spy, and Gary Powers, the American U2 spy plane pilot shot down over the Soviet Union.

The last major East-West spy exchange in Europe took place on the East-West German border in May, 1982. It involved the release of eight Germans who were imprisoned for espionage in the Eastern bloc.

Their release was originally negotiated in connection with the handing over to East Germany in 1981 of Guenter Guillaume, the one-time aide of the former West German Chancellor, Mr Willy Brandt, whose unmasking as an East German agent caused Mr Brandt's resignation in 1974.

But when it took place the 1982 exchange involved Soviet Major Alexi Kostov, imprisoned in South Africa, whose release in return for Guillaume fell through because of South African complaints about premature publicity.

Yesterday's exchange, however, is back page, col. 5

## Police computer lists five million 'criminal' names

By James Naughtie,  
Chief Political Correspondent

A new dispute over the national police computer broke out at Westminster last night when published figures revealed the extent of its records.

Written parliamentary answers from the Home Office showed that in May 4,974,479 people were listed under the criminal names index and that more than 3.5 million sets of fingerprints were on file.

Mr Gerald Kaufman, Labour's home affairs spokesman, said last night: "This is extremely disturbing. We want to know whose names are in the index, whether they have been convicted and how long these records are kept."

The Home Office said that the "criminal names" index was restricted to those convicted of serious offences and that people acquitted by the courts were removed. Those awaiting trial on serious charges have their names listed.

A spokesman said that the index was weeded regularly to remove those whose offences were committed long ago. However, the first publication of

the size of the computer's indexes is bound to start a bout of detailed questioning from the opposition about the policies used by police in deciding which names to keep on file and which to remove.

The Home Office said last night that it would be unfair to present the figures as meaning that about one person in 10 was listed in the criminal names index at any given moment, since there was a regular weeding.

However, the scope of the indexes was worrying Labour MPs, and ministers can expect a host of detailed questions about the rules under which

police officers have access to them and the safeguards used to ensure that the names of the innocent are not mistakenly kept on file after acquittal.

The series of answers, to Mr Harry Cohen, Labour MP for Leighton, said that the entries in the various indexes on the computer were as follows on May 18: stolen and suspect vehicles, 349,890; charge sheets and plant numbers, 542,713; vehicle owners, 35,610,680; criminal names, 4,974,479; fingerprints, 3,512,434; convictions, 487,377; wanted and missing persons, 100,682; and disqualified drivers, 288,436.

Malcolm Dean adds: About 800,000 people are found guilty or cautioned for an indictable (serious) offence every year. Another 500,000 are found guilty of summary (less serious) offences and more than one million convicted of summary motoring offences.

Only the indictable offences will usually be placed on the computer but within 10 years this means the five million or more names have been collected. Mr Derek McClintock, the Edinburgh criminologist, estimated that one man in every three will be convicted of an indictable offence during his lifetime.

## Kremlin rebuffs Salt approach

From Martin Walker  
in Moscow

The Kremlin last night condemned President Reagan's conditional acceptance of the Salt II treaty in tough, blunt language which recalls the cruellest days of the Cold War.

The official statement described President Reagan's statement as "a formula to obscure his real intention of gradually withdrawing from the Salt treaty, and dismantling one by one all of the arms control agreements jointly reached during the 1970s."

The official statement issued in Moscow last night by the Foreign Ministry chief spokesman, Mr Vladimir Lomelko, went on to accuse President

Reagan of having concocted "a pretext to accelerate the implementation of the long-planned US rearmament programme."

If President Reagan had intended his conditional acceptance of Salt II as a concession to the Soviet Union and an attempt to give the stalled Geneva talks a new momentum, he was given the crudest of rebuffs yesterday.

The Soviet statement went on to say: "The US is using the age-old and transparent propaganda device of falsely accusing the other side of the very treaty violations that the US itself is committing."

It said that President Reagan's allegation that the new Soviet SS25 missile was in breach of the Salt treaty was untrue. "The competent authorities in America know it is untrue, that this SS25 is only a modernisation of the existing SS13 missile."

President Reagan's olive branch offer to decommission one Poseidon missile submarine later this year was meaningless, since a new Trident submarine would be commissioned at the same time, Mr Lomelko said.

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Propaganda on the  
rates under fire

By John Carvel,  
Political Correspondent

The Government is planning legislation in the next session of Parliament aimed against political advertising by Labour-controlled councils.

The cabinet has agreed to provide time for the legislation in a local government bill which will also ban councils from "blacklisting" contractors who have links with South Africa or do business with nuclear defence establishments.

Ministers, who believe that the GLC's £10 million propaganda offensive is largely responsible for the unpopularity of the abolition bill, intend to take immediate action on the interim report of the

Widdicombe committee on the local government elections. This report has not yet been written and will not be delivered to the Environment Secretary, Mr Patrick Jenkin, until the end of July. The Government intends to include in the bill action to prevent councils using their purchasing power to encourage arms to stop racial or sexual discrimination.

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councils to justify urgent action.

The bill's attack on political advertising is aimed particularly at councils such as Peterborough and the London borough of Southwark, which blacklisted firms for business connections with Ministry of Defence establishments.

The Department of the Environment has collected a dossier of councils which it believes are involved in such activity. It includes Leicester City, Middlesbrough, Lancashire and the London boroughs of Lewisham, Brent and Lambeth, which the DOE believes have vetted firms on the basis of links with South Africa and Liverpool, Durham, Lincoln and Bolsover which the DOE believes threatened discrimination against firms for crossing miners' picket lines.

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NEWS  
IN BRIEFChildren  
killed

TWENTY Israeli children died when their bus collided with a train. Page 7.

## PM admission

MANY National Insurance contributions will rise as a result of the abolition of the state pension scheme. Mrs Thatcher admitted in angry Commons exchanges with Mr Kinnoch, the Labour leader, back page.

## Closed trial

THE TRIAL of seven servicemen accused of betraying secrets to Russian agents while based in Cyprus went into closed session at the Old Bailey.

## Hazard silence

A FIVE-year-old report which said that the Bradford football ground was a hazard was not passed to the fire brigade. Page 2.

## Defiant Lambeth

LAMBETH council in London says it will still refuse to set a rate despite warning letters but the rebels at Liverpool are to hold a budget meeting on Friday. Page 2;

## Mengele 'proof'

MR ROLF Mengele broke a family silence to insist that the body exhumed in Brazil was that of his father, Josef, Page 6.

## Takeover fees

THE TAKEOVER panel, the City-funded watchdog, may charge companies for its services ahead of changes in investor protection arrangements. Page 20.

## Care snags

THE 'new hope' community mental health centres have snags shown up in the US experience, reports Society Tomorrow. Page 11.

## Hardline Star

THE Communist Party accepts it has lost control of the Morning Star to the hard-line faction. Page 2.

## Chelsea manager

JOHN HOLLINS, the Chelsea coach, was appointed manager. Page 24.

## The weather

COOL, with rain. Details, back page.

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NEWS  
IN BRIEFBlockade  
miners  
sentenced

FOURTEEN South Wales miners who occupied cranes at Port Talbot docks to stop American coal being unloaded during the pit strike were each sentenced to six months' imprisonment, suspended for two years, at Swansea Crown Court yesterday.

They had all admitted unlawful assembly. Another 87 miners facing charges in connection with the incident are due in court next Tuesday.

Their pleas will be taken and it is expected that they will be dealt with in batches of 20 during a two-week period.

During the occupation at the end of last August, 103 miners were arrested. One has since died.

Woman, 45, has  
Legion disease

A CASE of Legionnaire's disease has been confirmed in a 45-year-old woman at the Maudsley Hospital in Walsall, west Midlands.

A regional health authority spokesman said: "Her general condition is described as very poor and she has suffered a cardiac arrest and is being treated in the intensive care unit. It is likely this is a sporadic case."

Shi'ites still held  
over alleged plot

EIGHT Shi'ite Muslims who are expected to be deported were still being held at Paddington Green top security police station in west London last night after questioning over an alleged plot to destabilise the government of Bahrain.

They were understood to have been questioned about terrorist acts in Bahrain where Ayatollah Khomeini of Iran is supporting Shi'ite revolutionaries.

Naval schools  
to be closed

THREE land-based naval training schools and a Royal Marines barracks, all in the Portsmouth area, are to be closed, the Ministry of Defence said yesterday.

They are the school of seamanship and mine warfare at HMS Vernon, the fire-fighting school at HMS Phoenix, the communications training school at HMS Mercury, near Petersfield, and the barracks at Eastney. Much of the work will go to HMS Excellent at Whale Island.

Yearling sale  
decision reserved

A HIGH COURT judge yesterday reserved his decision until Wednesday in the damages claim against the bloodstock auctioneers, Tattersalls, who deny that they negligently sold a foal of the 1982 sale in which Sulistash, a yearling colt, was knocked down for 430,000 guineas, only for the "buyer" to deny making the final bid.

The colt's original owners, Alchemy International, claim 230,000 guineas damages — the difference between the first price and the 200,000 guineas Sulistash eventually fetched at another sale. Alchemy also claims damages from a professional gambler, James Flood, who repudiated the 430,000 guinea bid.

Worcester plans  
mini-bus service

A £1 MILLION scheme to provide Worcester with an entirely mini-bus service from autumn was announced yesterday by Midland Red West.

It plans a fleet of 200 mini-buses, each with 21 seats and standing room for six passengers and hopes to create 80 jobs for drivers. The buses would run every three to eight minutes instead of the 15 to 25 minutes at present.

Engineer made  
Imperial rector

A LEADING electrical engineer, Professor Eric Ash, has been appointed Rector of Imperial College, London from September 1, when the present rector, Lord Flowers, takes over as Vice-Chancellor of London University.

Professor Ash, who is 57, is the Pender Professor of Electrical Engineering and head of department at University College, London. He was an undergraduate and post-graduate at Imperial College.

London taxi  
fares rise 8 pc

LONDON taxi fares are to rise by an average 8.2 per cent next month, the Transport Secretary Mr Nicholas Ridley, said in a Commons written reply yesterday.

## OBITUARY

## Swedish P.M.

FORMER Swedish prime minister Tage Erlander died yesterday, aged 84. Obituary, page 6.

	26.43	26.43	26.43
Algeria	26.43	26.43	26.43
Belgium	9.00	9.00	9.00
France	8.00	8.00	8.00
Germany	2.50	2.50	2.50

## Long legal path of sacked miner cleared by court

"Misconduct" claimed the NCB, "victimisation" claimed the NUM. Peter Hetherington reports

ARTHUR Oxley, the pit delegate at Vane Tempest Colliery, Durham, this week received official notice from the North-east area National Coal Board that he will not be re-employed.

The one sentence message — given before the Commons employment committee urged the board to review the cases of 599 miners sacked for alleged misconduct — offered no explanation.

Mr Oxley was dismissed 20 minutes after returning to work on March 5, two days after the strike ended.

The manager said he had information — apparently from a private security firm — that Mr Oxley, aged 35, had been charged with a breach of the peace. It was area policy, said the manager, to dismiss miners in such circumstances.

At Seaham magistrates' court on May 22, Mr Oxley, father of three girls, aged from four to six, was found not guilty.

Until a few days ago he was feeling cautiously confident of being re-employed — something different from reinstatement, which allows men to keep service benefits and pension rights.

Se-employed men — few are reinstated in the North-east, for even minor coal-picking offences — return at the bottom of the ladder.

Mr Oxley refuses to give up hope, but most now claim unfair dismissal at an industrial tribunal.

The episode illustrates the ever-widening gap between some statements from senior Coal Board officials on the issue of reinstatement or re-employment and the reality.

Mr Michael Eaton, the NCB spokesman, says that men will not be taken back where violence and intimidation took place.

In Mr Oxley's case there is no suggestion of either. Colleagues insist that he was singled out as a union activist.

"Nobody can have a better case than me," he insists. "I've every confidence of

winning at a tribunal but if the board cannot see fit to take me back, what are they going to do to the borderline cases?"

"I thought the board would have no option but to be lenient after the case, but it's obvious they do not believe in natural justice or the law of the land. They're just out to victimise people."

His wife, Christine, says:

"They wanted rid of him. There was no violence at the pit. He may make an ideal test case for a tribunal — I'm sure he'll win — but I think the board would rather give compensation than give him his job back."

One North-east tribunal has upheld a coke worker's unfair dismissal claim — both parties were given four weeks to reach an agreement.

Yesterday the area director, Mr Harold Taylor, offered to transfer 573 of the 810 workforce, and offered early retirement to the rest.

The nearby Brookhouse colliery, scheduled to close at the same time, the board also offered transfers to 529 of the 668 men.

Unions were later considering reports of conditions at both collieries by their own mining engineers.

The fight to save the Cortonwood colliery, near Barnsley, which triggered the national miners' strike 15 months ago, appeared to be approaching an end yesterday when the National Coal Board offered to transfer the majority of the miners to nearby collieries.

Two weeks ago the board's South Yorkshire area announced that the pit would close — subject to the current review procedure in the industry — by end of the year.

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before any order is made — while a Birmingham tribunal this week ordered the NCB to reinstate four Midlands pit men.

More cases are in the pipeline, but Mr Gordon Brown, the Labour MP for Dunfermline West, fears that the board would rather pay compensation through a tribunal than re-employ men.

Yesterday, Mr Brown, a member of the Commons employment committee, wrote to the Coal Board chairman, Mr Ian MacGregor, urging him to convene a full board meeting to consider the committee's report.

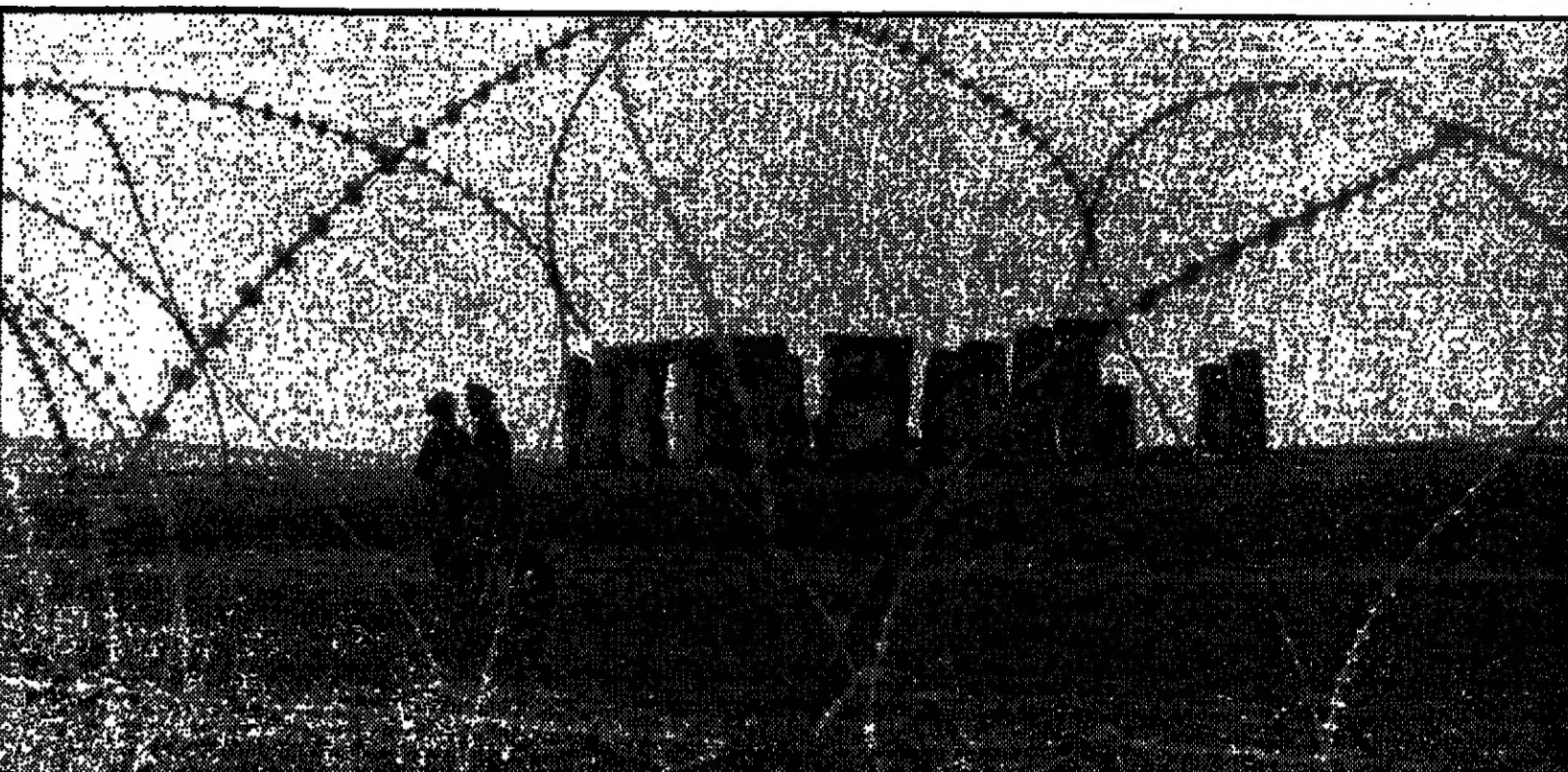
He accused the NCB chairman of "wholly misleading and inaccurate statements" by claiming that the board would operate the code of the Advisory Conciliation

and Arbitration Service on disciplinary procedure where practicable and appropriate.

Mr Brown said that in Scotland, where the board refused to re-employ any of the 203 sacked miners — there had been no attempt to operate this code, which lays down that a man should have a fair hearing, union representation and right of appeal.

A main cause of concern is apparent inconsistencies between various areas. In South Wales, 23 of 37 dismissed miners have been reinstated, while in Yorkshire 133 of 306 have been taken back.

Labour MPs, notably from Scotland, are now seeking meetings with Mrs Thatcher and other ministers to discuss the "inconsistency" in board statements.



MONUMENT TO SECURITY: Two men and a dog behind the fence at Stonebenge, designed to keep out the hippies whose camp was sealed off by police.

Teenager stabbed policeman during raid  
at sweetshop for £7 to buy cannabis

A teenager stabbed and nearly killed a policeman while stealing £7 from a shop to buy cannabis, an Old Bailey court heard yesterday.

Christopher Ogletton, aged 17, used a 12-inch butcher's knife to stab a local job training course, said Mr Julian Bevan, prosecuting.

PC George Hammond, aged 48, disturbed Ogletton as he snatched cash at a sweetshop in Lordship Lane, East Dulwich, London.

"In the struggle that followed, the officer was stabbed in the stomach, and slumped to the ground," said Mr Bevan. Ogletton ran off with £7.

PC Hammond had four operations and received 250 pints of blood, but lost both kidneys and will need dialysis for the rest of his life. He is still in hospital, with constant nursing.

Ogletton, of Lacon Road, Dulwich, south London, yesterday admitted wounding PC Hammond and robbery.

He told police: "I am sorry it happened — I wish the clock could be turned back."

Mr Bevan said Ogletton was training to be a chef, and had no previous convictions.

He had gone out, carrying the knife and partially masked with a scarf, intent on robbery.

Ogletton went into a shop owned by Mr Kantil Patel, produced the knife and ordered him to open the till. Ogletton took out the money, at which point PC Hammond came in.

Known to Mr Patel and others locally simply as "George," he was not in full uniform and was not instantly recognisable as a policeman.

Hearing on  
Sinn Fein  
exclusion

From Paul Johnson in Belfast

A UNIONIST-DOMINATED local authority in Northern Ireland claimed in court yesterday that it had the right to exclude Sinn Fein members because they would use council proceedings to further the aims of the IRA.

In a test case at the Belfast High Court a barrister representing Craigavon district council argued that the authority was entitled to turn over all day-to-day business of the council to a committee which omits Sinn Fein.

Mr Michael Lavery, QC, for the authority, said that Sinn Fein fully supported the violence of the IRA and so it was not unreasonable for the council to regulate its business in such a way as to deny comfort to an illegal organisation.

At yesterday's hearing, which arose from an action by Sinn Fein to have the council's manoeuvre declared illegal, it emerged that two councillors in Craigavon had been convicted of terrorist offences.

Mr Brendan Corran was jailed for 15 years in 1975 for possession of a bomb and conspiring to cause an explosion.

Mr Brian McCann was given six years in 1971 for possession of explosives and arms. The convictions do not disqualify the men from becoming councillors.

Mr Brian Kerr, QC, for Mr Corran and Mr McCann, said that the action of the majority Unionist group on the council was illegal, unreasonable and unfair. He maintained that by excluding the Sinn Fein members it had exceeded its powers, acted contrary to its standing orders, and was motivated solely by political opposition to Sinn Fein.

Sinn Fein was not a proscribed organisation and the two men had been properly elected.

Mr Justice Hutton reserved his decision until next week. It will be awaited eagerly by the other 16 local authorities in the province with Sinn Fein representation.

● The IRA said yesterday that it will shoot contractors and sub-contractors involved in building a new police station in Londonderry if they do not stop work.

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Advice to  
airports

The Government was considering measures to compensate home owners affected by the expansion of airports, the aviation minister, Mr Michael Spicer, said yesterday.

The plan would allow airports such as Stansted, in Essex, to offer compensation for loss in value or to purchase homes with the owner's consent. The Government was also considering allowing owners of "noise-blighted" property to require an airport to purchase their home, added Mr Spicer.

"These measures will need to be combined with imaginative and sensible planning to ensure that the development of an airport like Stansted should not result in green belt-snapping urban sprawl," he added.

A coming ban on older, noisy jets and a new generation of quieter aircraft, coupled with existing noise prevention measures, would make airports more acceptable to people who live around them.

Aviation was vital to Britain, and airports and airlines provided 85,000 jobs.

## Climbers rescued from Matterhorn

By Stephen Cook

Two British climbers were on their way home from Switzerland last night after being rescued by helicopter from a hut 11,000 feet up the Matterhorn in severe weather.

Their companion, Mr Paul Glasberg, aged 41, was killed on Wednesday when he fell more than 2,000 feet from the east face of the mountain onto a glacier.

The rescued men were Mr Alan Dunn, aged 38, and Mr Jonathan Ord, aged 20, all three were experienced climbers from Cumbria.

A spokesman for Air Zermatt, the rescue service which made 700 sorties last year, said there were high winds, heavy cloud and thickening fog on the mountain.

It appeared that the three climbers had not been roped together, he said. "At that height, the others would most probably have been dragged down with Glasberg if they had been."

Police said Mr Glasberg's body had been laid out in a small chapel, waiting to be flown back to Britain. He is the first casualty on the mountain this year. Five people were killed there last year, and a record 17 died in 1983.

Captain Martin Butscha, the pilot of the rescue helicopter, said the two survivors had reached the hut about 2,000 feet below the summit and raised the alarm by radio telephone.

"It was tough and go as to whether we could get them down today," he said. "We knew they were running short of food and so we decided the attempt had to be made at first light."

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## Solicitor complaints report delayed

By Malcolm Dean

A management consultants' report which recommends setting up an independent regulatory body for solicitors will not be sent to Law Society members until next month, when an accompanying report drawn up by the society can be endorsed with it.

The report was received by the Law Society in April, but the Law Society Council, which is divided about the proposal, decided this week on

the delay.

The idea of separating the regulatory role of the Law Society from its public relations and public opinion poll carried out for the National Consumer Council and published in April.

The management consultants Coopers and Lybrand Associates published a consultative document in February after interviewing 90 individuals and organisations. It set out three

options but indicated that "the radical option" of separating the regulatory role of the Law Society from its public relations and public opinion poll carried out for the National Consumer Council and published in April.

The present complaints procedure costs about £1 million to administer. There are about 8,000 complaints against solicitors every year.

## Sentencing policy to be scrutinised

By Malcolm Dean

Immigration and sentencing policy in the crown court are two new areas into which the Home Office Research Unit hope to move this year.

The unit's £2 million annual programme was published this week. There are 46 current projects with a further 44 under consideration. It is the biggest research unit of any government department and the biggest centre for criminological research in Western Europe.

Until now the unit, which was set up 30 years ago to look at crime has ignored immigration and has been prevented from examining the sentencing policy of the courts by the opposition of the judges.

Oxford researchers were due to examine sentencing policy four years ago. But the programme was stopped by the Lord Chief Justice at the end of an initial pilot study. Since then some of the judges' anxieties have been resolved. The proposed study would look at

the "sentencing tariff" of the crown court.

There is even more emphasis in this year's programme on studying the effectiveness and efficiency of the police, who have received a 40 per cent real increase in resources since 1979.

Crime prevention remained high on the research list with a wide range of studies looking at locks, more secure cars, and better planned housing estates.

Recidivists will be closely examined. Studies have shown

that most offenders are only radicalised on one offence but that some 5 per cent of offenders account for 60 per cent of all recorded crime.

The crime rate has begun to drop in the United States unlike the United Kingdom. Some observers believe that this has been caused by longer sentences for recidivists but Home Office experts think it was more likely to be caused by a drop in America. It is this age group which accounts for a vast amount of crime.

Tax incentives  
'depend on more  
spending cuts'

By Paul Hoyland, Welsh Correspondent

The Chief Secretary to the Treasury, Mr Peter Rees, warned yesterday that the key to tax cuts lay in savings in public spending.

He told the Welsh Tories annual conference in Llandudno: "There are those who say that people no longer want tax cuts; that they would rather the Government spent more and more. I don't believe it. I still believe people do want to keep more of what they earn to spend how they like."

We must keep up the pressure for savings in public expenditure where we can find them without damaging essential services because the only true way to tax cuts is by the economy in government.

Mr Rees said that the Government's practice at home and in business.

Tax allowances were 30 per cent higher in real terms than in 1979 and the Government's review of social security would mean help would be targeted on those in real need.

Rumblings of discontent emerged at the conference as delegates unanimously approved a motion urging the Government to press forward with measures to invigorate the economy and create more

jobs by reforming the tax and social security systems.

Mrs Susan Jones, of the Montgomery association, said the number out of work was a reproach to us all. I cannot believe that unemployment cannot be reduced. Not only is it heartbreaking in individual terms, it is a vote loser in the next election. It is a time for bold measures."

The Foreign Secretary, Sir Geoffrey Howe, told delegates that the Opposition parties did not expect to hold power in the foreseeable future, judging by their foreign policies.

Labour's attitude often bordered on the frivolous and their only consistent response was a "knee jerk anti-Americanism."

The Liberal and SDP parties were divided and confused with their policies ranging from the responsible to the eccentric.

In the wake of the Brighton bombing last year security for the conference was the tightest seen in the principality since the invasion of the Prince of Wales in 1969.

Policemen stood on guard outside hotels along the seafront, roads were closed and delegates with special passes were subject to electronic checks.

Labour majority on  
Burnham committee

By John Fairhall, Education Editor

Labour has replaced the Conservatives as the biggest local authority group on the Burnham Committee, which negotiates teachers' pay. Changes in membership of the Association of County Councils after the May elections county council mean that Labour now has 13 members on the management panel, and the Conservatives six or seven.

The teachers can now expect more sympathy from the employers' team, but not much more money. The Government calls the financial time and Labour and Conservative-controlled authorities alike are saying that they cannot pay teachers much, if anything, more than the 5 per cent already agreed.

An intense debate is going on within the Labour Party, at national and local level. In principle, members support the teachers' claim for a substantial increase; in practice, they cannot pay.

One out might be to pay a large increase and finance it by sacking large numbers of teachers or other local government staff, but no Labour authorities are keen to take that road.

The most likely outcome of the new political balance on Burnham is that the Labour group will push for a slightly improved offer, which the teachers will reject. Negotiations will turn on the credibility of the local authorities to achieve in promises of maintaining pressure on the Government for some longer-term pay deal.

One more attempt to persuade the Government to release more money for the teachers will be made on Monday when Labour members of the Association of Metropolitan Authorities meet Sir Keith Joseph, the Education Secretary. No-one is expecting any change in his stand on a 5 per cent maximum for this year.

The AMA representation on the management panel is eight Labour and two Conservative. The Association of County Councils will now have five Labour representatives and, depending on the outcome of current negotiations, five or six Conservatives. But the Department of Education has a veto on the total amount of any offer.

## Civil defence 'should be prepared for terrorism'

By Richard Norton-Taylor

A group of parliamentarians called yesterday for an all-party approach to civil defence, with emergency planning covering conventional disasters and terrorism as well as nuclear attack.

The National Council for Civil Defence, a parliamentary pressure group, criticised the Government for presenting the civil defence case almost entirely in the context of a nuclear holocaust.

This helped the disarmament lobby, it said, and Lord Mayhew, the Liberal peer, described the Government's approach as "a complete cock-up."

Launching a briefing guide which recommends an "all hazards" approach, Mr Neil Thorne, Tory MP for Ilford South and the council's chairman, said: "There is no doubt that somewhere in the world in the next 10 years a terrorist will use either a nuclear device or biological or chemical weapons to back up his demands."

The guide's author, Mr Tony Hibbert, a former paratrooper who says he is a member of the Campaign for Nuclear Disarmament, described terrorist use of chemical or biological weapons as "a significant probability." Any country manufacturing fertilisers could produce nerve gases, he added.

Mr Tony Kennedy, CND's civil defence convenor, said yesterday that CND supported emergency planning for major disasters something entirely different from civil defence planning for nuclear war.

To confuse the two was a massive confidence trick, he said.

Brian McCann — previous conviction

مكتبة الأمل



## Crusade against name of pub

By Tom Sharritt

A PUBLIC house is likely to change its name after more than 100 years because the British Red Cross Society says that it is breaking the Geneva Convention.

The Red Cross public house at Skerton, Lancaster, could have had its name since the time of the Crusades. However, article 44 of the first Geneva Convention restricts use of the words "Red Cross" and the emblem to medical units of establishments and national Red Cross societies.

Section six of the Geneva Conventions Act, 1957, prohibits their use without permission of the defence council unless they were part of a registered trade mark before July 31 that year.

Cumbria branch of the Red Cross sent a newspaper advertisement for the public house to its national headquarters in London and in March, the licensee, Mr Alf Elliott received a letter from Miss Margaret Paulfley, head of the society's principals and law programme.

She enclosed a copy of the convention and wrote: "There is doubtless a good reason why this name was chosen but as you will see it can only be used with the authority of the Minister of Defence." Later she warned that the matter would be reported to the ministry unless a reply was received.

Miss Paulfley said that the name and emblem were so carefully protected because they were a sign of neutrality on the battlefields.

However, Mr Robert Webber, information officer of the Brewer's Society said: "I wouldn't think the British Red Cross Society had any grounds for complaint when the name has been in use all these years. As a pub name I think this is heraldic and originally stems from the Crusades."

The bible of public house names, Larwood and Hotten's English Inn Signs, shows that the sign of the Red Cross may go back as far as Edward III (1272-1307). During the reign of Charles I (1625-1649), four taverns are recorded by the name of the Cross, red or white, and in mid 19th century London had four ale houses known as the Red Cross.

## Young evicted after benefit change

By David Hencke, Social Services Correspondent

Young people are starting to sleep rough after being evicted from hotels because of the new regulations on board and lodging benefit, the Housing charity, Shelter, claimed yesterday.

The regulations, which are being progressively introduced around the country until August, are designed to encourage the young unemployed to travel in search of work and mean that 85,000 people under 25 lose the lodging element of their benefit if they do not

move on after two, four or eight weeks, depending on the area.

All claimants will also have to find accommodation costing £40-£70 a week, including £21.70 for all meals except breakfast. Shelter says that reports from areas as diverse as Milton Keynes and Cardiff suggest that many claimants are deciding to stay in their area.

In some areas—such as most of Norfolk, Somerset, Devon, Cornwall and the North-east—officials acted so speedily that there were instances of people

being asked to leave when they were protected under the regulations, says Shelter.

About 70 per cent of those asked to leave board and lodging were in towns where they had been born or had stayed for more than three years.

One in three of these people have ended up homeless, and decided to live in the area even if they could not receive any benefit for accommodation.

In some cases—notably in Devon and Milton Keynes—attempts are being made by private landlords to change their accommodation so that former

board and lodging claimants can rent rooms with cooks, making them ordinary tenants for benefit purposes.

In Newton Abbot in Devon, one landlady, Mrs Anna Gill, has allowed five claimants to set up tents in her garden rather than having to sleep rough.

Shae, the housing aid centre in London where the regulations have still to bite, is finding that hotels are already switching from lodging to tourism.

Ms Jean Conway, a researcher with the charity,

said yesterday: "We are still being able to place people in the capital but it is becoming more difficult all the time."

"The last person I helped required 105 telephone calls before we could find a place within the new board and lodgings limits."

"Some hotel owners no longer want to take people under the age of 26. One hotelier in Lee, south London, which is outside the tourist belt, rang to tell us he would only take people over the age of 26 because of the new regulations."



The Royal Philharmonic Orchestra with the pianist Vladimir Ashkenazy is conducted by its new musical director, Andre Previn, in a rehearsal of Previn's piano concerto, which will have its world premiere tonight at the Royal Hall, Nottingham. Picture by Garry Weaver

## Molesworth fence on wrong spot

By a Correspondent

AN anti-nuclear campaigner was cleared yesterday of entering a prohibited area because part of the security fence around Molesworth Air Base was put up in the wrong place.

Mr Neil Davidson, defence solicitor for Mr Andrew Riddiford, said after the hearing at Huntingdon, Cambridgeshire: "If people choose to put up a fence in the dead of night, mistakes are bound to happen."

In view of the fact that the Ministry of Defence are committing an offence by obstructing the highway, they will no doubt give serious consideration to moving the fence."

Colls of razor wire were erected up to 10ft out of line by soldiers after the night-time eviction of peace protesters from the Cambridgeshire base in February.

Magistrates heard yesterday that a stretch fringing the half-built peace chapel was on a public highway.

Mr Riddiford, aged 24, of the Old School House, Clifton, Northamptonshire, was arrested inside the wire at the proposed cruise missile base and charged under new military bylaws.

Mr Davidson told an earlier hearing: "The point where he is purported to have entered the perimeter fence is part of the highway." He produced maps from 1909 and 1901 showing the public highway which, when overlaid with a trace drawing of the fence, showed an overlap.

Mr Patrick Fields, prosecuting, told the court yesterday: "The ministry has heard that there had been an encroachment of the highway at the point where Mr Riddiford climbed through the fence."

## Well victim 'died within a minute'

The man entombed last week in a well on the Isle of Wight, whose body was recovered only after a 91-hour rescue operation, probably died within a minute of the sides of the well collapsing. It was said at the inquest yesterday.

Ramunas Girenas was said by a pathologist, Dr Neil Greenwood, to have died from asphyxia. Asked by the Isle of Wight coroner, Mr Keith Chesterton, if it was known whether this had been a quick cause of death, he replied: "The appearances are consistent with rapid asphyxia, and death in possibly under a minute."

Rescuers had hoped Mr Girenas, aged 22, had survived by being trapped in an air pocket.

The inquest at Ryde was adjourned until July 11. It was said that a cremation service was to be held on Friday. Members of the family had asked that those involved in the rescue attempt should attend if they wish.

Mr Chesterton said: "I don't think anyone will contradict me if I say all in this island, and no doubt across the water, felt horror, concern and sympathy at the event in Ventnor last week."

Dr Greenwood said he found numerous superficial abrasions and bruises, but no broken bones. Abrasions and bruises were consistent with falling debris and bruises on the scalp were superficial. Air passages were normal with no sign of obstruction, indicating that it was unlikely that Mr Girenas had breathed significantly once he became surrounded with dust and soil.

## Labour minority's request to call Thatcher defeated

## Belgrano inquiry 'obstructed by some members'

By Richard Norton-Taylor

The Commons foreign affairs committee faced "extraordinary and unprecedented obstruction" from the Government and from some of its own members in the course of its inquiry into the Belgrano affair, according to a draft report drawn up by its Labour members.

The report attacks the Ministry of Defence and the Foreign Office for refusing to provide MPs with facts and information relating to the circumstances surrounding the sinking of the Argentine cruiser, the General Belgrano, on May 2, 1982 with the loss of 368 lives.

The Foreign Office refused the committee's request to make available the contents of telegrams from Peru and Washington about diplomatic attempts to seek a peace settlement, though at no time did it suggest the publication of the contents would prejudice national security, says the Labour group of four MPs—Dennis Canavan, Ian Mikardo, Nigel Spearing, and Mick Welsh.

But the draft report, which will be discussed at a meeting of the full committee today, also includes a stinging rebuke to the seven Tory members for defeating a Labour request for Mrs Thatcher to give oral evidence to the committee.

Tory members also voted down Labour attempts to seek more written information from the Ministry of Defence.

The leak of the Labour report is certain to fuel the row over Granada Television's World in Action programme on Monday night, which gave details of another draft report drawn up by the committee's Tory chairman, Sir Anthony Kershaw, as well as the stand taken by the Labour members.

The Labour group says the committee should not accept the argument by Sir John Nott, then Defence Secretary, that his inaccurate statement to the Commons on May 4, 1982, about the Belgrano was based on "the latest and most up-to-date information that was available".

Mrs Thatcher said on TV-am over the weekend that Sir John had given the wrong date of the sinking "for very good security reasons".

The Labour group accuses the Government of manipulating the facts. The Commons should set up an independent tribunal to consider how ministers discharged their responsibilities in the period following the invasion of the Falklands by Argentina, and into whether there was any link between the Peruvian peace plan and the sinking of the Belgrano.

## Charity 'feuds' attacked

By Susan Tirbutt

Disputes and personality clashes in religious organisations and other charities are disrupting the work of the Charity Commissioners, according to their annual report, published yesterday.

The commissioners complain that charities increasingly refer internal disputes to them to resolve, even though there is usually nothing they can do.

Grievances, often clashes of personality, are expressed as complaints about unconstitutional behaviour or demands that the commissioners should rule in favour of the complainant's understanding of the

charity's rules and impose a remedy.

The commissioners, who are prevented by law from intervening in the administration of a charity, find such complaints time-consuming and on the whole unproductive, says the report.

The commissioners warn charities against some fundraising methods, such as misleading advertising or aggressive sales techniques, which may annoy the public. "Charity in general may suffer from the resulting loss of public confidence," says the report.

Report of the Charity Commissioners for England and Wales for 1984. Stationery Office, £4.40.

# Snip, Snip, Snip.

A few appreciative words about electric water heating from Martin and Guy of Cheltenham.

Few people are more reliant on hot water than hair stylists. When you've ninety heads of hair to wash on a Saturday, you have to be sure of the supply and certain of the temperature. So when Martin Green and Guy MacDonald moved into the centre of Cheltenham and upgraded their business, they plumped for electric storage water heating.

**THE CHEAPEST OPTION**  
"We looked at other options, but they were more expensive," said Martin, "the installation costs

were in every case too high." Speed of installation was also essential as the partners wanted their new salon, Manes, to be open as quickly as possible. They settled for two 210-litre factory insulated cylinders controlled by time switches and thermostats. Enough to guarantee them all the hot water they needed.

**OVERNIGHT SAVINGS**  
Now each morning when the salon opens there's hot water on tap produced overnight with the

full benefit of cheap night rate electricity. An important factor when you're building up a new business and have to count pennies as well as heads. "It's really cheap," said Guy, who found that even with the new larger premises running costs worked out less than 2p per wash. As Martin and Guy can confirm, electric storage water heating is quite a snip. For more information on how electric storage water heating could help keep you out of hot water, phone Freephone BuildElectric or snip the coupon.

To: Electricity Publications, PO Box 2, Feltham, Middlesex TW14 0TG.  
I would like more information on electric water heating and equipment supplied by these manufacturers:

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The Electric Council, England and Wales.



## Industry initiative against drink abuse

By David Hencke, Social Services Correspondent

The National Alcohol Forum is being set up with government help to combat alcoholism and the bad associations drink has obtained after the recent upsurge in football hooliganism and violent crime.

Representatives from brewers, whisky distillers and wine and spirit merchants yesterday met charities fighting alcoholism at the Department of Health to set up the organisation. The initiative has the support of Mr Kenneth Clarke, the health minister. Establishment of such an organisation was originally recommended in a Department of Health report four years ago.

Ministers have become concerned about alcoholism in the wake of the football riot in Brussels, although it was stressed yesterday that the date for the meeting was arranged three months ago.

Sir Kenneth Stowe, permanent secretary at the Department of Health, offered ministry help to staff a secretariat to work out details of the new organisation. The Government is also indicating that it might be able to fund the organisation permanently.

The organisation will include representatives from the Health Education Council, the charity Alcohol Concern, the Brewers Society, the Scottish Whisky Association, and the Wine and Spirit Association. An independent chairman will be appointed by the Government.

Topics on the agenda will include football violence and violent crime; licensing hours; drunken driving; and rehabilitation programmes for drunken offenders and for homeless people who have turned to drink.

## Rockall man rings home

Tom McLean, the former SAS man living on Rockall, the 70-foot high rock 240 miles off the Hebrides, has managed to get a telephone call to his family via a passing fishing boat.

He told his wife, Jill: "I have no complaints, everything is going well."

## Detective is accused over evidence against Asians

By David Rose

A detective who said he witnessed an affray between white and Asian youths in east London told an Old Bailey jury yesterday that he had no idea why his version of events was directly contradicted by an official record at the police station.

The affray outside the Duke of Edinburgh public house in Newham was the climax of a series of inter-racial confrontations on April 7 last year.

Detective Constable Noel Bonczoszek said that a group of 30 Asians marched on the pub four abreast and, with near-military precision, threw missiles at it in successive waves. No whites joined in the affray until about 10 Asians entered the pub, he said.

Three white youths and several Asians all carry charges including affray, assault, criminal damage and possession of offensive weapons.

Mr Ian McDonald, counsel for two of the Asians, Farva and Zafar Kahn, produced an occurrence book of crimes kept at DC Bonczoszek's police station, Forest Gate. It recorded that the affray began with a battle between 25 whites and 50 Asians, a version which had already been supported by other prosecution witnesses, said Mr McDonald.

DC Bonczoszek said that record in the book was " rubbish." He agreed that it had been written before he set down his own notes of the incident, but said that he had no idea where the information was obtained.

DC Bonczoszek said that most of the Asians involved in throwing missiles were not shown in photographs of the incident taken by another witness. They were, he said, in the gap between two of the exhibited pictures.

Defence counsel put it to DC Bonczoszek that the Forest Gate police dealt differently with Asians and whites. DC Bonczoszek disagreed.

None of the three white defendants was originally interviewed under caution. They were treated as prosecution witnesses, the court was told.

DC Bonczoszek agreed that he had arrested one, Roy Lellow, who had been armed with a long metal pole. He was unable to tell the court why Lellow was later released without charge on the day of the incident, or whether he had been cautioned.

He also agreed that he had gone to the pub to look for whites who might have been involved in a series of claw hammer attacks on Asians earlier in the day.

DC Bonczoszek said that he found a young man there who fitted the description of one of the attackers but did not arrest him. The man, Scott Young, is the brother of one of the defendants, Stuart Young, and appeared earlier for the prosecution.

The trial continues.

Their fate will be discussed by the Government and the United Nations High Commission for Refugees. In the meantime they will be cared for by voluntary agencies, including the Red Cross.

All the men, aged between 19 and 38, were delighted when told yesterday through an interpreter that their 28-day journey from Ethiopia had ended successfully—for the time being at least.

While Londonderry may not have been in their minds as a possible destination when the six slipped on board the Cyprus籍 freighter, the Elise Schulte, they were thankful to have survived the journey.

The men were discovered 24 hours after the vessel had left an Ethiopian port after unloading relief supplies.

The captain and crew fed and cared for the escapees—African stowaways are often thrown overboard—but their attempts to seek asylum in Egypt and Cyprus failed and they arrived in Londonderry when the 7,000-ton vessel docked with a cargo of potatoes.

After hearing yesterday's news the captain, Friedemann Meinhardt, said: "The UK is the first place where these poor people have been treated like human beings."

The interpreter, Mehary Araya, an Ethiopian living in the Republic of Ireland, said he believed the men when they said they would be killed if they returned to their native land.

All had varying stories to tell. Two of the men apparently had been fighting on the side of the rebels in the civil war. Having discovered that their families had died, they were anxious to escape the conflict and the famine.

Another had been a seaman, but after his work ticket was taken away seven years ago he was forced to scavenge for food to support himself.

One of the men, who are all single, claimed that nine fellow students had been shot and killed. He feared for his life and so took the desperate step of stowing away on board a ship headed for the West.

His case was taken up by the local MP, Mr John Hume, whose constituency office in Londonderry is only yards away from the dock where the ship was berthed last night.

Mr Hume said yesterday that he was thankful that the Home Office had reacted in a humane way.



Mr John Hume MP with the six Ethiopian men who arrived in Londonderry on a cargo ship

## Stowaways are allowed to stay

From Paul Johnson in Londonderry

The Home Office yesterday gave six Ethiopian stowaways who turned up in Northern Ireland temporary permission to stay.

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## NEWS IN BRIEF

### Final offer to health unions

Union representing 250,000 hospital ancillary staff are expecting a final pay offer today after last week's staged award to nurses and midwives, writes John Arlitt.

The unions have so far rejected a £3.35 a week flat rate increase, amounting to 4.45 per cent on the pay bill.

One of the four unions, the Confederation of Health Service Employees, has written to the Health Secretary, Mr Norman Fowler, demanding immediate payment in full of the nurses award, involving increases of between 8.4 per cent and 14.3 per cent, staged to cost 5.8 per cent in the current financial year.

### Ripper 'negligence' action challenged

POLICE are claiming that they cannot be sued for negligence over the Yorkshire Ripper murders.

The West Yorkshire force's solicitors have made an application to the High Court in London to have an action for damages against the chief constable by Mrs Doreen Hill, mother of the final victim, thrown out.

### Council coopts an election loser

A FORMER member of Conservative-controlled Hereford and Worcester council has been co-opted back on to the education committee as a specialist representative after being beaten in the local government elections.

The decision to appoint the former Conservative councillor, Mrs Dorothy Gething, was described as "an insult to democracy" by the Labour member who defeated her.

### Storm damage at National Gallery

FLOODING at the national gallery has damaged carpets in the gallery's special exhibition room and the main gallery's Netherlands room.

The flooding was caused by a blocked gutter on the gallery's roof during heavy rain on Tuesday last. No paintings were affected.

## THE DAY IN POLITICS

### Bishop of Durham drives into bus debate



Bishop Jenkins

#### TRANSPORT BILL

By Colin Brown

THE Bishop of Durham, the Right Rev David Jenkins, warned the Government yesterday that there were grounds for grave disquiet over the moral, political and practical implications of the Transport Bill, which opens up local bus services to private competition.

Bishop Jenkins, speaking during the Second Reading debate in the House of Lords, accused supporters of the Transport Bill of being naive and backing a dangerous form of idolatry in their view of competition and the profits which it was forecast would result from the changes. He said it could prove "a destructive god."

Coupled with criticism from other backbench peers, Bishop Jenkins's attack on the bill was a clear signal to the Government that it could face defeat on the committee stage. Bishop Jenkins said that his effects could harm the have-nots more than the haves.

"Why risk deregulating

down, for the provision of more local authority influence, for more opportunities for co-ordination 'in services with comprehensive tendering—which is ruled out in the bill—and for successful public transport undertakings like those in Tyne and Wear to be continued for an experimental period."

He told the House: "There is a quaint and faintly archaic air of unreality which pervades the whole bill with nostalgia. This faith, if it ever exists, leads to herds of busy little men and women being given the chance to set up little empires. Surely, this is a romantic dream which could only be entertained and legislated for by people under the grip of a strong and over-simplistic faith. Your Lordships will know I am not in favour of an oversimplified faith."

Defending his right to attack the bill on the grounds that there was disquiet about its effect on the have-nots, Bishop Jenkins said that his effects could harm the have-nots more than the haves.

"Why risk deregulating

and destabilising everything, including serious attempts made to get coordinated services going as in Tyne and Wear, and not risk trying to encourage and improve these services?"



Staff Compensation	£80 - £105 MILLION
Transitional Administration	£5 - £11 MILLION
Disturbance Allowances	£5 - £7 MILLION
New Equipment	£2 - £4 MILLION
Transfer of Computer Systems	£30 - £40 MILLION
TOTAL	£122 - £167 MILLION

## THE ABOLITION BILL.

Independent management consultants Coopers & Lybrand have been studying the Government's plan to abolish the GLC. Not only is it going to cost Londoners their say in the capital's government, it seems it's also going to cost them up to £167 million.

They also estimate that many of the savings that might be made by the new administration could be made by the GLC as it stands anyway.

So whoever stands to profit from abolishing the GLC, it certainly isn't Londoners.

ALL FIGURES QUOTED ARE FROM AN INDEPENDENT FINANCIAL ANALYSIS OF THE TRANSITIONAL COSTS OF ABOLISHING THE GLC, BY COOPERS & LYBRAND. FOR A COPY OF THE REPORT TELEPHONE 633 4400.



## Gdansk protest gathers pace

Gdansk: Hundreds of people added their signatures yesterday to a condemnation by Poland's leading dissident intellectuals of a trial in which three Solidarity leaders are accused of illegal union activities.

Intellectuals in Warsaw said at least 450 people had signed the statement since it was made public by the Solidarity chairman, Mr. Lech Walesa, after he testified in the trial in this Baltic port.

The statement, addressed to Parliament's justice committee, condemned the imprisonment of people for their convictions and said the court in the Solidarity trial had displayed a brutality unmatched since Stalinist times.

The intellectuals said they were distributing the statement in factories, universities and schools and so far had received 181 signatures in Warsaw, 150 in Gdansk and 119 in the south-western city of Wrocław.

Adam Michnik, aged 38, a dissident historian, and Władysław Frasyniuk and Bogdan Lis, aged 32, Solidarity leaders in Wrocław and Gdansk, are charged with leading an illegal union and fomenting unrest.

Signatories of the statement include Poland's leading dissident, Jacek Kuron, and the writers, Marian Brandyś, Tadeusz Konwicki and Anka Kowalska.

The prosecution in the Solidarity trial demanded a five-year prison term for Mr. Frasyniuk, aged 31, and four years for the two other union leaders when it resumed yesterday.

The three defendants, all freed under an amnesty for political prisoners last July, were arrested in February at a meeting in Gdansk called by Mr. Walesa to discuss possible protests against government food price rises.

The three activists have all protested during the trial, which is closed to Western observers and reporters, that the chief judge is biased against them and has not let them testify freely.

Their defence lawyers have also criticised the judge, Krzysztof Zieliński, for what they have described as his rudeness and lack of knowledge of legal procedures.

The Government accused the defendants last week of trying to make political speeches in the courtroom and vowed that the case would be pursued to the end.

In Warsaw, the trial resumed yesterday of two Roman Catholic priests who joined a school strike over the removal of crucifixes from their classrooms. They face up to two years' jail if convicted on charges of resisting the law.—Reuter.

## European attack on hooligans

Amsterdam: Britain's Sports Minister, Mr. Neil Macfarlane, called last night for international safety laws to curb soccer violence in Europe.

He wants a legally binding convention drawn up by the 21-state Council of Europe. He made the call at an emergency meeting of seven European sports ministers at Amsterdam's Schiphol Airport.

Mr. Macfarlane told his colleagues it was vital that Council of Europe recommendations on crowd safety, proposed more than a year ago, should now be made mandatory.

Some of the ideas, particularly those on controlling ticket sales and segregating rival supporters, should be toughened, he said.

He also emphasised the need for agreement with UEFA — European football's governing body — on details and enforcement of UEFA rules and their own house in order.

The meeting here, which brought together ministers from Britain, Netherlands, Italy, France, West Germany, Belgium and Luxembourg, was the idea of the Dutch Sports Minister, Mr. Joop Van Der Reijden.

Many of the Council of Europe proposals have been introduced successfully. But Mr. Macfarlane said it would take a binding set of rules to ensure that every club applied the safety provisions fully.

They are far-reaching, and include provision of adequate police resources in and around football grounds, close control of ticket sales, segregation of rival fans and restrictions on drink sales. Recommendations on stadium design and construction materials are also laid down.

Council officials are already drawing up a detailed list of extra suggestions to try to ensure that disasters like Brussels can never occur again.

Plans put before ministers include the use of electronic search machines and breath tests at football grounds, as well as permanent police and video installations.

Ministers are likely to agree to press for a fully binding convention on violence to be drawn up at the next meeting of Council of Europe sports ministers, before the start of the next football season.

## Body in Brazil must be Mengele, family says

From Anna Tomforde in Bonn  
THE family of Josef Mengele yesterday broke the years of silence it had been maintaining over the world's most hunted war criminal, saying that it had "no doubt" that the body exhumed in Brazil last week was that of the Auschwitz Angel of Death.

But the brief statement by Mengele's son, Rolf, who runs a law practice in Freiburg in southern Germany, still left many questions unanswered about his father who

Brazilian police now believe died in a swimming accident near São Paulo in 1979.

The son told the Frankfurt Public Prosecutor in charge of the Mengele hunt that he went to Brazil six years ago to confirm the circumstances of his father's death.

"I have no doubt that the corpse exhumed at the cemetery in Embu, Brazil, on June 6, 1985, is the remains of my father, Josef Mengele," the statement said.

"I have remained silent until now out of consideration for the people who were in contact with my

father for the past 30 years." Mr. Mengele, aged 42, provided no new evidence of his own to back up his statement which he made as forensic experts began their examination of the body discovered in Brazil.

According to West German commentators it remains a puzzle why the family, which has been besieged by the press for years, did not announce before that the Auschwitz doctor had died.

Documents leading to the Brazil tip were found in possession of a former employee

of the Mengele engineering firm in Bavaria and close friend of the former Nazi, Mr. Hans Sedlmeier, whose home was searched by police at the end of May.

Referring to an earlier search in 1964, in which no documents were found, the Frankfurt Public Prosecutor, Mr. Hans-Eberhard Klein, said recently: "There is something strange about the fact that we suddenly find these documents after all the fuss in recent months."

The Public Prosecutor has previously said he believed

that Mengele, who would be 74, was still alive, and in hiding in Paraguay. Mr. Klein said he would make a statement on the latest developments today.

Reuter adds from São Paulo: Forensic experts hope X-rays will provide the first scientific evidence of whether the body dug up from a hillside grave here is that of Josef Mengele.

Mr. Wilmes Teixeira, a member of the forensic team, said an initial inspection of the remains, buried in 1979 as those of Wolfgang

Gerhard, had revealed a possible pelvic fracture.

According to the Nazi hunter, Mr. Simon Wiesenthal, Nazi war records show that Mengele broke his hip in a 1944 traffic accident. Mr. Teixeira said: "It we can confirm the fracture in the pelvis, we will have taken a very important step."

São Paulo police are convinced on the basis of testimony of people here who say they sheltered him, that Mengele lived in Brazil at least some time in the 1960s and 1970s.

## Moral gesture could save threatened weapons

## Reagan's nuance on arms cheers hawks

From Michael White in Washington

The initial enthusiasm of arms control supporters for President Reagan's decision to abide by Salt II yesterday gave way to a more wary appraisal as Pentagon hawks openly acknowledged the green light which the President has also given to new weapons programmes.

Republican hardliners like Senator Steve Symms of Idaho, at first denounced Monday night's compromise as "unilateral disarmament and appeasement" for not repudiating Salt II, while Democrats and moderate Republicans praised Mr. Reagan's statesmanship in seizing the moral high ground. What neither camp appears to have noticed is that the statement was "rich in nuance".

Despite President Reagan's renewed commitment to deep strategic cuts in Geneva as his "highest priority," some specialists here see the new formula as helping some weapons programmes which would otherwise be embroiled in the Pentagon budget's troubles. "The President may be going that extra mile but it could prove a fairly expensive taxi ride," said one yesterday.

At the Arms Control Association, a non-partisan group, accelerated spending on four programmes at least were predicted. Midgetman, the MX missile (with the Pentagon seeking to make up the 50 missiles cut this year), the Star Wars space-defence programme and the conversion of

aging Poseidon submarines to other uses.

Ironically, it was the President's decision to discontinue rather than dry-dock a Poseidon — the USS Sam Rayburn — ostensibly to comply with Salt II limits when a new Trident submarine goes to sea this autumn, which attracted much praise here. The formula was said to go further than some of the "grey area" solutions mooted.

Mr. Reagan's National Security Adviser, Mr. Robert McFarlane, reserved the right

to "reconfigure" the best, possibly as a training vessel or using a Soviet precedent — a cruise-missile carrying submarine. It now transpires that dismantling it actually gives the navy more flexible options and some expert opinion was yesterday predicting half a dozen such conversions at up to half a billion dollars a throw.

But yesterday a senior official in the Pentagon where the Defence Secretary, Mr. Casper Weinberger, fought an unsuccessful rearguard action

against Salt II, declared: "What the President is really saying is that the Soviets have until the end of the year to deal with our compliance concerns (alleged Soviet violations of Salt II) and deal seriously in Geneva" — or the US will abandon its own compliance and move towards what the new jargon calls "proportionate responses".

The timetable which has emerged is that the Pentagon will complete its new study of retaliatory possibilities by November 15, when the latest round of Geneva talks are over and the 1979 Salt II agreement is about to lapse.

Commentators here suggest that the risk of offending his liberal and European critics was more serious now than later and that the climate will be better in November and in mid-1986 when tough decisions, now postponed, must be made about exceeding the Salt II totals on both submarines and long-range bombers.

Mr. Kenneth Adelman, director of the US Arms Control and Disarmament Agency (ACDA), underlined the point yesterday when he spoke of this being the last chance for the Soviet Union. In a broadcast to European journalists, the veteran arms control adviser to successive presidents, Mr. Paul Nitze, commented that in the light of the forthcoming Soviet deployment of the SS-25 missile in purported breach of Salt II, the US felt itself "increasingly free and authorised" eventually to deploy its own versatile Midgetman missile in retaliation.



ON GUARD: President Miguel de la Madrid of Mexico, arriving in London yesterday on a state visit, waves to crowds at Victoria Station as he inspects the Guards

## Agca blames Russians for plot on Pope's life

From George Armstrong and agencies in Rome

Mehmet Ali Agca told a Rome court yesterday the plot to kill the Pope originated in the Soviet embassy in Sofia. He said he met a first secretary of the Russian Sofia embassy in a hotel room occupied by a Turk named Omer Merisan.

It was the first time Agca had disclosed the alleged conspiracy of Bulgarian agents and Turkish Grey Wolves guerrillas to kill the Polish-born pontiff.

We Grey Wolves acted with the determining complicity of the three Bulgarian functionaries in Rome, Agca said. He named them as airline official Sergei Antonov and diplomats Todor Alizov and Zhenko Vassilev.

Agca said a first secretary at the Soviet Embassy in Sofia ordered the assassination and paid three million West German marks "to the head of the Grey Wolves, Musa Serda Celebi, through the mediation of Bekir Celenk".

All five men named by Agca are charged with conspiring to murder the Pope, three of them in their absence.

Agca, serving life imprisonment for seriously injuring the Pope, said the Soviet diplomat had been introduced to him in July, 1980, and his name was either Milenkov or Malenkov.

In answer to a defence plea, Agca described the Soviet diplomat and said he would recognise him from a photograph.

He said he met Celenk, defendants Oral Celik and Alizov, and the Soviet diplomat at the Vittoria Hotel in Sofia and agreed to shoot the Pope in the spring of 1981.

Members of the Bulgarian embassy in Rome would help because the Grey Wolves have no logistical support in Italy, unlike West Germany, Agca said.

The prosecution says Antonov, Alizov and Vassilev helped the Turks before and after the shooting, using a truck with diplomatic immunity to get Celik out of Italy after Agca had been caught running away from St Peter's Square.

Judge Severino Santapichi asked Agca why a Soviet diplomat would risk exposure by meeting a hired gunman in a large hotel. Agca said he had proved his trustworthiness by escaping from prison in Turkey in 1979 without implicating his Grey Wolves accomplices in the murder of a journalist, Abdi Ipekci.

Agca said that the Soviet diplomat had discussed with him "other destabilising attacks in Western Europe against Nato military and civilian targets as well as the papal assassination".

He had agreed to shoot the Pope "not to get money for myself but to help the Grey Wolves". The three million marks were eventually paid through Celik to Celenk in Frankfurt, he added.

The remark brought a protest from Britain, delivered by Greece's ambassador in London last week.

The Cypriot President, Mr. Spyros Kyprianou, held talks yesterday with Mr. Papandreou on proposals for settling the future of Cyprus. Diplomatic sources said Mr. Kyprianou was expected to discuss presidential elections among Turkish, Cypriot and Sunday which both he and Greece have condemned as consolidating the island's partition.—AP/Reuter.

## Greeks explain police state remark

Athens: A government spokesman said yesterday that plain policies applied to Greece by the British, delivered by Greece's ambassador in London last week.

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## For richer or poorer, Lisbon gambles on the EEC

From Derek Brown in Lisbon

IN MARCH, 1977, the Prime Minister, Dr. Mario Soares, announced Portugal's application for membership of the European Community. This morning, 89 months and nine governments later, he will sign the formal treaty of accession.

The poorest and most politically chaotic country in Europe will at last join the rich people's club, with Spain, on January 1 next year.

The ornate splendours of the Jeronimos, where the signing ceremony, are in almost painful contrast with the reality of modern Portugal. From this place, on the banks of the mighty Tagus, caravels and galleons set out to conquer the trade routes of the globe.

Today, behind the elegant facades of central Lisbon, and the smart apartment blocks springing up outside, there is a miserable, almost Third World poverty. Crumbling tenements in the city, and makeshift shanties beyond, testify to the desperate plight of a country struggling to break free from centuries of economic and political stagnation.

Membership of the EEC could galvanise the shambling economy and consolidate democracy, as Dr. Soares hopes or it could impose crushing pressure on both.

It has been a long journey and we know we will face many difficulties. But the end we have faith in the Community and its future, Dr. Soares said yesterday.

our country is absolutely tied to accession to the Community. We know there will be a tremendous shock," he said.

Portugal, with land in plenty to feed itself, in fact imports up to 80 per cent of its food. Farms are small, scattered, and primitive. Twenty-six per cent of the 10 million population work on the land, mostly without machines. The national minimum wage is just under £20 a week. Portugal is a cheap country only for tourists.

Competition with the rich lands to the north will mean a mighty effort to improve infrastructure and techniques, to protect farmers' incomes and provide alternative jobs. In a country long used to net emigration but which now has 600,000 "returnees" from Africa, and one of the highest birth rates in Europe, that is a mind boggling job.

Even so, the economy as a whole is already being hauled bodily out of a deep mire of recession. The Soares Government has made dramatic progress in cutting the trade deficit, and inflation too is falling though it still stands at over 20 per cent.

The task ahead remains colossal. A bloated and ramshackle civil service of more than half a million has to be cut back when unemployment is running at 15 per cent and the emigration escape route to Europe is being strangled by recession.

Portugal urgently needs a sleeker, slicker administration, and more reliable statistics. Without them, the Brussels EEC bureaucracy will not disgorge the social and regional aids this country desperately needs.

Still, neither Portugal nor Spain can expect any torrent of gold from the north. The

community may be committed to ironing out regional inequalities, but it is more urgently obsessed with budgetary and political disputes. Next year's rise from 1 per cent to 1.4 per cent in the VAT levy on EEC states is already heavily mortgaged by spending commitments and by the Community's continuing inability to check farm spending.

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## Heads to roll in Soviet shake-up

From Martin Walker in Moscow

The economic plans and party reforms inherited from Khrushchev are being thoroughly re-drafted after "serious criticisms were expressed in the Politburo," the Soviet leader, Mr. Mikhail Gorbachev, said yesterday in the course of a speech on the economy.

The Soviet economy began to take a wrong turn back in the early 1970s, Mr. Gorbachev said, and an intensive reform of the rights of management was now required to moderate the economy.

But the changes would not come at the expense of the social programmes, which might be translated as the Soviet phrase for the welfare state. Nor would it come at the expense of the defence budget, "in the face of imperialism's aggressive policy and

threats we must not permit military superiority over ourselves," he stressed.

These are severe constraints, since the Western economists believe that the social and the defence budgets between them take up well over half the Soviet gross national product.

Mr. Gorbachev implied that heads will roll under his new broom. He singled out the Minister of Agriculture, Machine Building, and the Minister for Building Materials as prime examples of those who lobbied to gain as much capital investment as possible, while also striving to have their output targets cut in short, trying to produce less with more equipment.

His attack on the Iron and Steel Minister, Mr. I. P. Kuznetsov, for failing to achieve production targets despite over 50 billion of state investment in the past 15 years was played to illustrate the need to improve and modernise existing plant, rather than replace it wholesale.

His most bitter attack was reserved for the Petrochemical Minister, Mr. V. S. Fyodorov, for wasting the expensive foreign technology his ministry had imported. "The minister gave assurances more than once that he would rectify his shortcomings. But he does not keep his promises," the Soviet leader said, and announced a full-scale public inquiry into the ministry's work.

Much of the speech covered the now familiar ground of Mr. Gorbachev's commitment to modernisation of the economy, increased rights for management, the need to speed up technical innovation.

The new strategy announced in his speech was a new national commitment to industrial thrift and energy-saving. "The task is to meet 75 to 80 per cent of our requirements for future growth through savings in the use of fuel and other raw materials," he said. "In many respects, our economy remains an extravagant one."

But his speech contained two surprising passages. The first was his announcement that heavy industry was in favour, and that the growth rate for the machine-building sector would be raised to 100 per cent, rather than the planned 50 per cent, in the next five-year plan.

The second was his insistence that party activists in individual plants, ministries, and enterprises should resume party control over the nuts and bolts of the economy.

The causes of many of the shortcomings and miscalculations lie in the fact that the party committees have, in many places, slackened their political vigilance and withdrawn from their controlling role to which they have a right under the rules of the party."

This call for increased party control may have served to reassure those who felt that his commitment to reform capitalist ways, in calling for greater consumer control over the design of new goods, might be going too far. But, as always, he put the case for reform in terms of "modernising."

It is necessary to remove everything outdated so that the cost-conscious economic mechanism can operate unimpeded, and literally up the knuckles," he said. "It is time to reduce sharply the number of centrally-set plan assignments. There must be a direct connection between the performance of workers and their remuneration."

**Dissident in hospital**

Mostow: Yuri Balovlenkov, who said he had fasted for 77 days in an effort to get permission to join his American wife, entered a Moscow hospital yesterday but said he is not ending his protest.

Mr. Balovlenkov, aged 36, said he was heading family and friends who urged him to enter a hospital. It was not immediately clear whether doctors would order him to undergo intravenous or other treatment.

Mr. Balovlenkov met his wife during a visit she made to Moscow in 1977. They were married in December, 1978, and he began applying to emigrate.—AP.



NEWS IN BRIEF

Chinese promote new ties

CHINA has invited India to reopen its consulate-general in Lhasa and Shanghai in a move to improve strained relations. Diplomatic sources in New Delhi said yesterday that Peking also proposed reopening its consulate-general in the Indian port cities of Bombay and Calcutta.

Armed again

A JAPANESE Red Army gunman, Kozo Okamoto, released last month as part of an Israeli-Lebanese prisoner exchange, has rejoined his guerrilla group. Japan's Kyodo news agency reported yesterday. He was the sole survivor of a three-man Japanese squad that was killed by people in a machine gun attack at Tel-Aviv airport in 1972. — Reuters.

Ferry charge

The captain of the West German coaster involved in an incident which damaged a British coast ferry off the Dutch coast last week has been charged with drunkenness and gross negligence, river police said in Rotterdam yesterday. — Reuters.

Torture case

A LAUSANNE criminal court has sentenced two pimps and two prostitutes to jail terms of up to 18 years for kidnapping and torturing a prostitute, then taking her to France in hopes of selling her. — AP.

Fewer leave

EMIGRATION OF Soviet Jews last month dropped to the lowest level this year with only 51 arriving in Vienna on their way to new homes. Eight migrants went on to Israel. The remainder were transferred to Hungary pending resettlement in other countries. — Reuters.

Work shirkers

THREE QUARTERS of Saudi Arabia's government employees arrive late for work and one sixth of them do no work at all, according to an official survey reported by a Saudi newspaper. The survey, by the Public Administration Institute in Riyadh, also showed that 51 per cent stay away from work without permission. — Reuters.

Writer dies

HU FENG, a celebrated writer and literary critic who championed artistic freedom in China in the 1950s only to be jailed and purged by the Communist authorities, has died of cancer aged 52. — Reuters.

Border escapes

AN EAST German mechanic yesterday climbed over border fortifications in the Erzgebirge mountains and reached West Germany unharmed. He was the second man in a day to escape to Lower Saxony. On Monday night a man erecting border fencing climbed over and crossed unnoticed into West Germany. — Reuters.

Venus landing

A SOVIET space module has landed on Venus with scientific and communications instruments on board to carry out experiments. Tass said yesterday. Research information is being transmitted back to Earth through the Vega spacecraft which released the module two days ago. — Reuters.

Gang rape

Port Moresby: A gang of seven youths raped a New Zealand woman and her 18-year-old daughter days after the Papua New Guinea government proposed castration and public hanging for rapists, police said. The youths broke into the woman's home after cutting through a security fence. — Reuters.

Special envoy fails to break Finnish troops deadlock

Israel looks at plan for UN-Amal buffer force

From Ian Black in Jerusalem

As the crisis over the kidnapping of Finnish peacekeeping troops by Israeli-backed militia continued yesterday, there were signs of progress in talks between the UN and Israel about new security arrangements in south Lebanon after Israel's claim to have completed its troop withdrawal.

According to well-placed sources here, Israel is now considering a scheme under which the border area would be controlled jointly by the UN force in Lebanon, and Amal, the Shiite Muslim militia, which has moved into most of the area evacuated by the Israelis.

The UN Under-Secretary-General, Mr Brian Urquhart, yesterday had talks with the Israeli Defence Minister, Mr Yitzhak Rabin, after flying in earlier to discuss UN plans to deploy its men all the way to the international frontier. Israel has always resisted this in the past, but is now said to be discussing the idea, if it can be implemented in stages.

Before his meeting with Mr Rabin, the UN envoy said he was hoping to speed up the release of the 21 Finns, held by the South Lebanon Army (SLA) in south Lebanon since Friday.

One significant barrier to agreement on the UN deployment plan, however, will be Israel's continued support for the SLA, which is clearly unacceptable to the UN force in its present form. The UN said after the meeting there were still differences between the two sides.

Mr Urquhart is to hold talks in Beirut today with the Amal leader, Mr Nabih Berri, and President Amin Gemayel. He returns to Israel tomorrow

after further meetings in Damascus.

Mr Rabin said after meeting the envoy that Israel could not secure the release of the Finnish soldiers. Negotiations would have to take place directly between Unifil and the militia, he said.

There was no progress yesterday on a solution to the kidnapping. General Antoine Lahad, commander of the largely Christian SLA, told the French deputy commander of Unifil, General Jean Ponce, that he would not free the UN soldiers until 11 of his own men were released by Amal.

The SLA claims that the soldiers were captured by Unifil and handed over to Amal on Friday. UN sources say they believe the SLA men—members of a wholly Shiite unit—defected as did another group of militiamen the previous week.

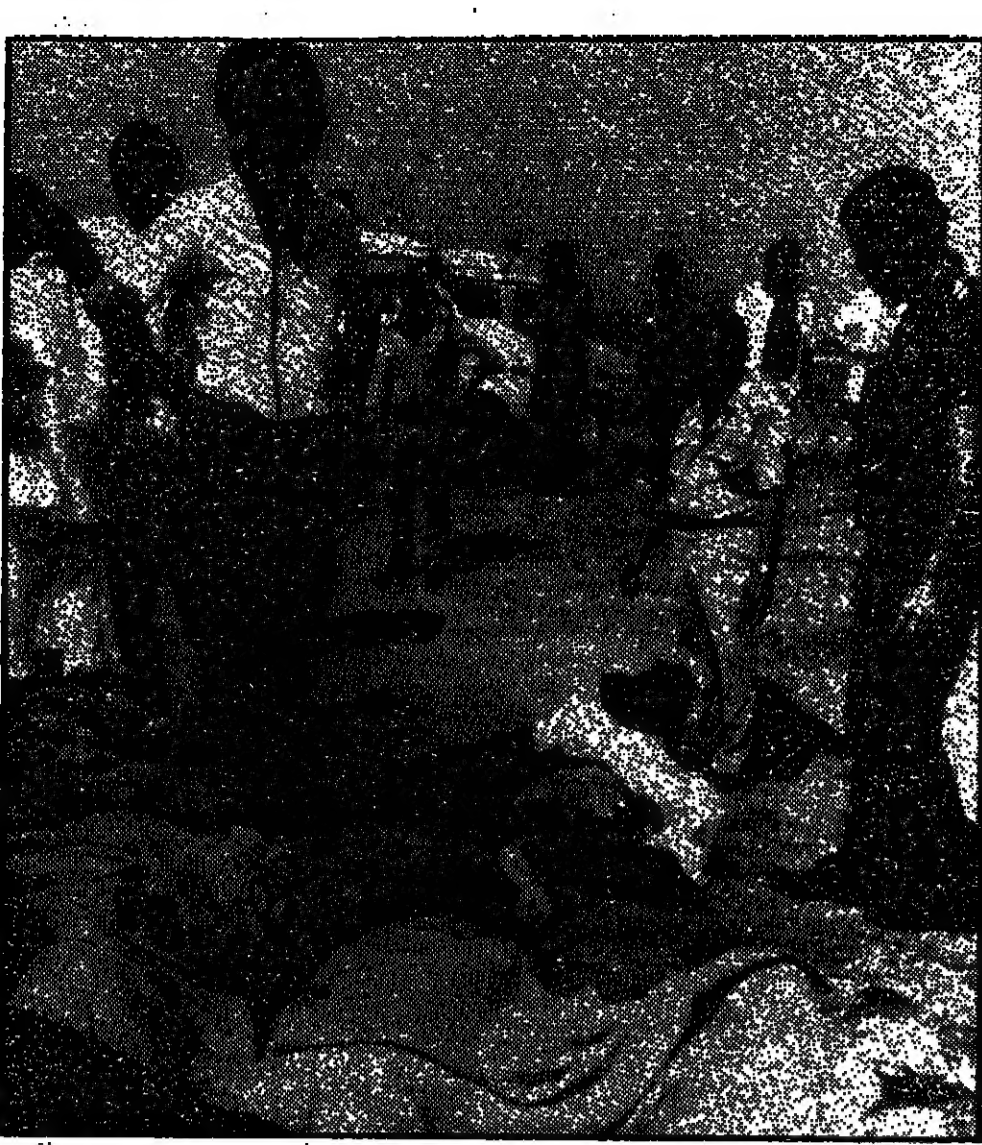
Israel Radio said that General Ponce had seen the Finns and had found them in good health.

In Helsinki, the Government called yesterday on Israel to ensure the Finns' speediest unconditional release. The Foreign Ministry summoned the Israeli Ambassador, Mr Yehuda Elov, to tell him that Finland intended to stop UN pressure on the points at which we think a solution can be found.

Meanwhile, in West Beirut, heavy street fighting erupted between Druse and Shiite forces yesterday and fierce machinegun and rocket fire was still raging three hours later.

Army officers met militia representatives to try to halt the fighting, which pitted the Druse-led Progressive Socialist Party (PSP) against the Amal militia.

An army spokesman denied that any troops were involved,



A doctor and policemen survey the bodies of the children who died in the school bus crash near Moshav Habonim, south of Haifa

Children killed in crash

TEL-AVIV: A train travelling at 80 mph crashed into a school bus on an unguarded railway crossing yesterday, killing 23 people, 20 of them children, and injuring 17.

"Bodies were strewn all over the area. There was nothing left inside the bus," one witness said. The red-and-white bus was one of three ferrying children from a religious school near Tel Aviv to an outing on a Mediterranean beach. Most of the dead were 12- and 13-year-olds.

"The teacher was in the back of the bus with all the kids. They were singing and playing," said Shlomo Danbul, aged 13. He was knocked unconscious by the crash, and he said when he came to, "What I saw were bodies and blood." The accident, near Moshav Habonim, 18 miles south of Haifa, was one of the worst in Israeli history.

Tamils hint that dream of state may be fading

From David Pallister in Colombo

Leaders of Sri Lanka's Tamil guerrilla alliance have been meeting over the past two days in Madras, capital of India's Tamil-speaking state of Tamil Nadu, to discuss their conditions for a ceasefire and help improve matters. But this statement is partly seen as an attempt to undermine the state's opposition party, which has been using the Sri Lankan conflict for its own political ends.

Even the one significant group outside the guerrilla alliance, the People's Liberation Organisation of Tamil Eelam, has said it will join in talk if the conditions are right.

It is the only guerrilla group to have a working relationship with Tamil Nadu, whose 17 MPs were barred from Parliament in 1978 for refusing to take an oath of allegiance to the unitary state. They fought the 1977 general election on a platform of Eelam, a separate Tamil state—though this is widely accepted as a tactical position in face of the Government's reluctance to devolve substantive powers.

However, Tamil members, including three former MPs, met in Jaffna at the weekend to re-establish the party's machinery in the northern peninsula. It was the first such meeting in two years.

The ball is now firmly in President Jayewardene's court; with the guerrillas causing increasing disruption to the economy and the administration, his advisers know that the Tamil issue cannot be fudged for much longer.

Punjab steps up alert

Amritsar: Security forces were alerted and curfews were ordered in two cities yesterday for the general strike called by a militant Hindu organisation in Punjab.

The state police director, Mr K. S. Dhillon, said daytime curfews were imposed in Ludhiana and Hoshiarpur to prevent violence during the strike.

Dusk-to-dawn curfews have been in force in the two cities since last week.

The strike was called by Shiv Sena, or God's Army, to protest against the arrest of its leader, Jagdish Tangri, in a Ludhiana hospital at the weekend. Mr Tangri was imprisoned under a controversial National Security Act which permits detention without trial for up to two years in Punjab.

Pretoria under fire at the UN

United Nations: South Africa has come under renewed attack in the Security Council for failing to implement a 1978 UN independence plan for Namibia, and planning to set up a separate administration in the territory next week.

As the Namibia issue received its first council airing since October 1983, several speakers called for the imposition of mandatory sanctions to force Pretoria to grant independence to the territory on the UN's terms.

The included the Tanzanian Foreign Minister, Mr Benjamin Mkapa, the Egyptian Minister of State, Mr Boutros Boutros Ghali, and Mr Sam Nujoma, president of the South West Africa People's Organisation (SWAPO).

The Nigerian Foreign Minister, Mr Ibrahim Gambari, also said he would support punitive measures by the council.

South Africa insists that Namibian independence must be accompanied by the withdrawal of Cuban troops from Angola.

Its UN envoy, Mr Kurt von Schröder, told the council that the presence there of a "large number of surrogate troops of a superpower" had made it impossible for the people of both Angola and Namibia to determine their own future.

The debate, likely to extend into next week, was requested by African and other Non-aligned countries, angered by the long delay in wresting Namibia from South African control.

A private working paper intended as the basis for a resolution would condemn Pretoria for blocking implementation of the seven-year-old independence plan and for planning to install a "so-called interim administration" in Namibia next Monday, outside UN auspices.

It would also declare that Namibia's independence cannot be held hostage to extraneous matters—reference to "linkage" with the Cuban troop issue. — Reuters.

22 on trial for treason in Pretoria after rioting

From Patrick Laurence in Johannesburg

Twenty-two men appeared on charges of treason in the Pretoria magistrates' court yesterday, bringing the total number facing treason charges in South Africa to 49.

The treason charges against the 22 who appeared in court yesterday arise from their alleged involvement in violence in the Vaal Triangle, where South Africa's township unrest started in earnest last September.

Many of the 22 are members of the United Democratic Front. They include its national secretary, Mr Lekota, and its national general secretary, Mr Molefe. Another of the accused is Father Geoffrey Moselane, whose detention sparked a protest march in Johannesburg led by the Nobel Peace prize winner, Bishop Desmond Tutu.

Apart from the UDF leaders who appeared in court yesterday, all the 16 people accused of treason in the pending trial in Maritzburg, Natal, are leaders of the UDF and its affiliates.

Council for the Defence for the "Vaal 22" Mr Ismail Mohamed yesterday applied for the trial to be postponed for two weeks to enable the defence to study the 364-page indictment.

Part of the indictment

against the 22 in the Pretoria trial related to rioting in Sharpeville and surrounding townships south of Johannesburg last year in which dozens of people died, the legal sources said.

The defence will apply for bail when the trial resumes on June 25, although the Attorney-General for the Transvaal is understood to have issued certificates under the Internal Security Act refusing bail to the 22.

Similar certificates were issued against the "Maritzburg 16" by the Natal Attorney-General, but he was overruled by the Judge President of the Natal Supreme Court, when the defence in that case contested the validity of the certificates.

Last month three men were convicted of treason in Johannesburg. One of them, Mr Jabu Ngobese, was a member of the African National Congress. He was jailed for 15 years. The two men convicted with him were jailed for five years each.

Rioting by South Africa's majority blacks, who are excluded from central government, has killed more than 400 people over the past 16 months.

The UDF, which claims a following of two million, has come increasingly under fire from the Government which accuses it of pursuing revolutionary goals and promoting violence.

The Law and Order Minister, Mr Louis le Grange, said it was doing the work of the outlawed African National Congress guerrilla group.

The country's largest treason trial since 1961 to 1963 and involved 156 defendants, including key leaders of the ANC. Charges against many of them were later withdrawn and the remainder were acquitted.

Meanwhile, soldiers and police swept into two rural black townships yesterday and arrested 195 people on criminal charges as isolated rioting flared across the country.

The security swoop occurred in Thulamale, near Parys, and Mokwallo, outside Vrededorp, in the central Orange Free State province, a spokesman in Pretoria said. Charges against those arrested included theft, possession of stolen goods, and illegal brewing of beer.

Police said 15 people were wounded on Monday and yesterday, including an 18-year-old woman who was severely burned and attacked with an axe near Pietersburg. Several vehicles were set alight and homes and shops burned. Rioting also was reported in Thabong township near Welkom in the Free state, scene of repeated clashes in recent weeks. Two people were hurt and two others arrested when a church was stoned.

Amin's army makes money on Sudan border smuggling

From Ed Hooper in Kaya, Sudan

IN 1979 Kaya was a small Sudanese border post, where Uganda and Zaïre met, with a population of less than 300 people. Nowadays it is settled by more than 11,000 Ugandan refugees, many of them former soldiers of Idi Amin's army.

When times got hard, the exiled Ugandans look to selling their weapons to a variety of buyers, guerrillas from the Sudan People's Liberation Army and Arabs from the hunting areas.

Meanwhile, their successors in the regular army discovered their own lucrative business, coffee, from the Luwero triangle in southern Uganda. Three years ago, when the world coffee price peaked, a lorryload of beans bought a brand-new lorry... one and a half tonnes bought a Toyota. A new road through Uganda, financed by a Zaïrean businessman, made the journey less bumpy.

Now that coffee prices have fallen, 240lb is considered fair barter for a bicycle, made in China. Lights come extra. Nowadays it is bags of tea, drums of petrol, diesel, and paraffin, that the Ugandan soldiers exchange for bicycles, radios, fish, and cooking oil from Sudan.

Eight miles up the road from Kaya, at Baz, young men in western clothes sit in the market on the Sudan side with wads of Zaïrean bank notes. On one table, almost unattended, lie 125,000 Zaïres—nearly £2,000.

From Zaïre come crates of beer, bundles of secondhand clothes, bags of sugar and vegetables, boxes of soap, and cartons of cigarettes. The latter have come from Kenya through Uganda and Rwanda: a pack of 20, bought for 40p at Baz, can be sold for 70p at Juba, the regional capital 150 miles to the north-east.

The profit margin for beer is even higher, almost 100 per cent. Small boys are hired to carry the goods past the Sudanese customs post at Yeti.

discarded later on for a more business-like approach.

Maka is 21, and has been doing runs across to Zaïre every two or three weeks for the past four years. She is a large, elegant woman, dressed in orange, red, and russet brown. She is a member of a consortium of Ugandan women and girls whose ages range from 14 to 38. They exchange business information and travel in groups to search out the best bargains.

Two years ago, Maka used to buy gold, competing with Kenyans, Zaïreans, Rwandans, Senegalese, and Arabs, in a business which involved high profits and risks. She bought direct from the men who panned the streams near Geza, and often sold at three times the price back in Sudan.

She was lucky not to end up like so many others—a corpse. But on her seventh trip, the Zaïrean militia found her carefully-concealed match-boxes of gold dust, and she left £1,000 poorer.

Nowadays, with the guerrillas severing road and river links to northern Sudan, and thieves harassing traffic from Kenya, Juba and the south increasingly depend on the excursions of Maka and her colleagues.

Multiple sclerosis is a disease without mercy. Often tearing apart the lives of people who were living them to the full.

Whilst a few show no outward sign of handicap, the less fortunate may suffer all the misery of impaired vision, incontinence, paralysis.

And as there are no mental effects, its sufferers are fully aware of their condition. And its impact on their families.

As yet, no one knows why multiple sclerosis attacks the central nervous system.

Until the cause is identified, a cure remains out of reach.

However, research funded by The Multiple Sclerosis Society is fast bringing that day closer.

We also need funds to help care for many of the 50,000 already afflicted.

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To: The Multiple Sclerosis Society, FREEPOST, 25 Effie Road, Fulham, London SW6 1EE. Telephone 01-381 4022. Giro Bank Number 5149355. Please delete as applicable: I enclose a donation to The Multiple Sclerosis Society (donations receipted on request)/ Please send me the Society's leaflet on making covenants or bequests/Please debit my Access/Barclaycard the sum of £ Card Number: \_\_\_\_\_

Name: \_\_\_\_\_

Cardholder's signature: \_\_\_\_\_

Address: \_\_\_\_\_

MS MULTIPLE SCLEROSIS

We can only find the cure if we find the funds.

NO TO APARTHEID!

The Prime Minister A message from the Anti-Apartheid Movement 6 JUNE 1985

YES TO SANCTIONS!

Anti-Apartheid Movement

DEMONSTRATION

SUNDAY 16 JUNE Assemble 12-1pm. County Hall London. Rally 3pm. Trafalgar Square

Speakers include Neil Kinnock, Trevor Huddleston

For membership details contact: 18 Mark Lane, London EC3A 7DF. Tel: 01-587 7000











## Pumping cash for all we're worth

Falling oil prices may be an unqualified benefit for most countries, or at least those that don't produce the stuff themselves. The OECD has calculated that every 10 per cent drop in the price of oil could boost flagging Western economies by 1/2 per cent. But so far as the UK is concerned, the Treasury must be viewing the future with distinctly mixed feelings.

Until recently we have had the best of all worlds. We have adopted a kind of surrogate membership of Opec on prices, but not on production. So, until recent months, North Sea oil prices closely tracked those of Opec as if we were members, while our production let rip. Saudi Arabia, the leader of the cartel, cut production back sharply, but Britain kept pumping at full blast with the bizarre result that in April we actually produced more oil than Saudi itself. Together with the unexpected strength of the dollar (the currency in which oil is sold) this meant that the Treasury was regularly receiving extra revenue (nearly £2 billion in 1984/5) compared with Budget forecasts, which rescued the borrowing requirement from an even bigger overrun.

If this favourable conjuncture is now reversed, then a combination of falling oil prices and depreciating sterling could make oil revenues (now almost 13 per cent of total revenues compared with 6 per cent in 1981) undershoot forecasts. This, in turn, means that if there are to be tax cuts they will have to be financed by more asset sales like British Gas.

If sterling falls it will offset much, if not all, of the counter-inflationary thrust of lower oil prices, which our industrial competitors will gain from. But, against that, a lower pound would give a much needed boost to our industrial competitiveness, particularly if it was concentrated on currencies other than the dollar.

Britain has thus little to fear from a controlled re-adjustment of oil prices. Any doubts about the net gain to Britain would

be offset by the boost to the rest of the industrialised world in the wake of the slowdown in economic growth in the United States. What we need like a hole in the head is a sharp destabilising fall in oil prices, such as might be thrust on the world by the excesses of short term market forces, only to be followed a year or two later by an equally sharp rise.

Oil is undoubtedly being priced away above its "market clearing" rate at the moment, largely because of the self-denying ordinance of Saudi Arabia. If the Arab Kingdom decided (as it regularly threatens, in an effort to bring recalcitrant members of the Opec cartel into line) to flood the market, the price would collapse.

Instead the Saudis pursue a conservative depletion policy, preferring to keep the oil under the ground for future generations rather than trigger a collapse of world prices which, they fear, could destabilise the political as well as the economic system of the industrialised world. Meanwhile Britain, for short term reasons, pursues a distinctly unconservative depletion policy based on getting as much out of the ground as possible in the quickest possible time. This may be good for today's borrowing requirement, but is it right for future generations? The answer depends critically on whether we are entering a period during which oil prices will fall for the foreseeable future. If this is so, then the Conservatives' policy of selling as much as possible at today's cartel-induced prices may be justified. But if, as seems more likely, the world will sooner or later face a grave shortage of this finite resource, then the judgment of history will be — and should be — harsh indeed.

## Black sections, grey issues

The important debate within the Labour Party over the setting up of separate black sections is threatening to get unnecessarily out of hand. Ever since last year's party conference threw out the proposal (by a huge, union-dominated majority of 5.5 million votes to 500,000), some radical constituency parties have deliberately put themselves on a road to defiance by unilaterally creating separate constituency black sections and authorising them to participate in

local party business, notably the selection of parliamentary candidates. At the same time, the issue has been debated by a Labour working party, chaired by Ms Jo Richardson MP, which on Monday submitted its report to the party's organisation sub-committee, advocating the formation of black sections with delegates at local, regional and national party committees. On Monday, the Richardson report's main finding was rejected by 12 votes to four, a position which is likely to be endorsed by the full national executive later this month. The stage is therefore set for a further series of rows between the party leadership and defiant constituency parties, and for another acrimonious debate at this year's party conference in Bournemouth in October.

There is something distinctly artificial about the atmosphere of confrontation which attaches to the debate. While there are some racist exceptions, the vast majority of Labour members (and certainly Messrs Kinnock and Hattersley) acknowledge that the party is insufficiently representative of its black and Asian supporters. The dispute is really about means and not about ends. Broadly speaking, there is agreement that Labour should have more black and Asian parliamentary candidates and more non-white councillors, that blacks and Asians should figure more prominently at all levels within the party, and that Labour policies against racial disadvantage and discrimination should be given much greater salience. Labour's past record on such issues has been defective — though not to the extent that it is sometimes ignorantly alleged. But, be that as it may, the modern Labour party is already reforming itself. Policy has been strengthened. At constituency level, many parties in multi-racial areas are focusing their efforts on ethnic minority voters. Several have adopted informal mechanisms of positive discrimination to ensure better black and Asian representation on party committees. And a number of constituencies are going out of their way to select ethnic minority candidates, sometimes from "all black" short-lists. All this has been done without recourse to the setting up of separate black sections.

This is evidence of a politically healthy trend. It must, of course, be carried further by the dissemination of good practice among the more conservative parts of the Labour movement (of which there are

many). But it suggests that Labour does not need the sectarian black sections solution to achieve equal opportunities. No socialist party should needlessly balkanise its constituency into a mere federation of special interest groups unless there is no alternative. There are also sound constitutional objections to a separate national representation for blacks and Asians. Unlike the existing women's and youth sections, which can exist in every constituency, effective black sections could only be created in a small minority of urban seats. Only 27 parliamentary constituencies contain more than 20 per cent non-white voters, 19 of them in London. Yet this does not mean that there is no good case for some form of special equal opportunities lobby within Labour's structure. There is such a case, and it can be accommodated within the existing constitution without the need for black sections. Labour allows the affiliation of socialist societies such as the Fabians, the Cooperative movement, the Socialist Medical Association and the Postle Zion. A Labour Black and Asian Rights Campaign, open to all party members, could be given equivalent status and, given its likely size, it would stand a fair chance of dominating that section of the party. That would not give the separatists everything they want — but then Labour should not be a party of separatism.

## Italy turns off the tap

At first sight a margin of only about eight per cent against a Communist proposal to reinstate the full indexation of wages in line with inflation in Italy looks like an uncomfortably close shave for Mr Craxi's government. Having forced through Italy's ninth postwar referendum on this tendentious issue (and narrowly lost), the Communists not surprisingly came close to claiming a moral victory. A senior party official made haste to point out that the vote of some 46 per cent in favour was half as high again as its recent electoral performance in the regions — when it lost ground — entitled it to expect.

This is at best a disingenuous view. Those who voted for the full restoration of what the Italians melodiously call the *scala*

mobile were simply out to award themselves a pay increase of 11 per cent. There is no need to search for a more complicated explanation in the realms of political philosophy and commitment. The precious little justification for doing so. The argument needs standing on its head. In that 54 per cent of the electorate that participated voted to deny itself an increase which was there for the taking, and to continue with a wage-freeze in force since last February despite a current inflation rate of about nine per cent. If there is anything remarkable in the result, it surely lies here, in the readiness of a majority to impose a self-denying ordinance upon itself in the face of easily gratifiable temptation.

The outcome leaves Mr Craxi even more firmly in command at the head of his five-party coalition government. Before the event he opposed the referendum on the grounds that it was unnecessary, costly, divisive and potentially damaging to a shakily reviving economy. During the campaign he took a calculated if slightly histrionic risk by staking the survival of his government on the result. It was only to be expected afterwards that he would say, as he did in effect, "I told you so." The relative low turnout by Italy's exalted standards and the lack of passion generated by the campaign add to the general impression of a serious Communist miscalculation.

Three consequences of this week's vote are immediately visible. Mr Craxi is more credible than ever as Prime Minister. The Italian economy will not be called upon to produce £160 million a month in extra wages unsupported by higher productivity, an annual saving of £2 billion-worth of inflation. And the Government has a chance to make a new start in incomes and general economic policy, in the knowledge that the need to appease Communist influence through organised labour has been powerfully reduced. As the Milan stock exchange predictably jumped for joy yesterday, private employers announced they were withdrawing from the *scala mobile* scheme altogether. All this means a rare opportunity for a country accustomed to convoluted and often paralysing compromise, and Mr Craxi hardly needs to be advised to take it, with the long-term interests of the self-sacrificing majority at the front of his mind. Meanwhile, if so many Italians can take the long view, why should it be thought impossible here?

## LETTERS TO THE EDITOR

### If Lucrezia Borgia had tuned in to Starsky and Hutch

Sir, — Yet again (Agenda June 10) Mrs Mary Whitehouse seeks to shift the blame for the innate and timeless violence of mankind onto a mechanical device: television. She points to images of violence and asks: "Who defines for a generation weaned on such 'entertainment' the difference between reality and fantasy and who can be assured that such a line will be drawn or even understood?"

She ends her familiar litany by saying: "The IBA's latest declaration on the subject of violence (Dimensions of Television Violence, Barrie Gutter) is that it is, like beauty, in the eye of the beholder. God help us indeed."

Would she now care to comment on the most familiar image of violence in the Western world, an image which has been displayed in the most public places in cities and towns and throughout the countryside for centuries: the vivid depiction — often in three dimensions — of a man in agony, it is often life-size or bigger, and often carefully crafted with rivulets of blood pouring down the face and body of a figure whose hands and feet have been nailed to a cross, while a crown of thorns is rammed down onto his skull?

Some people might wish to walk through the centres of our towns without such images assailing their senses. Small children are often frightened by them. Does Mrs Whitehouse intend to lead a campaign for their removal?

Or would she now be willing to accept that the connection between violent images and violence is just a teeny bit more complicated than she would like to admit?

than the childishly simple causal connections with television which she is always so quick to detect?

Does she really believe that Torquemada needed to be corrupted by Starsky and Hutch before he started to practise his appalling violence? Perhaps it was video nasties which made Attila the Hun so violent? Did Lucrezia Borgia develop her ghastly habits only after being led astray by the violent women in CATS Eyes?

Yours faithfully,

Christopher Dunkley,

38 Leverton St, London NW5.

Sir, — While admiring Mary Whitehouse's analysis of our present decadence, I feel that by quoting three decades as the period of our decline, she does not go back far enough.

I was at school from 1914 to 1923. We learned, we obeyed because we were afraid not to. Then came A. S. Neill and Summerhill and Bertrand Russell's misguided incursions into education in the twenties and it all changed.

Discipline was said to interfere with creative freedom and the sad saga of indiscipline in classes and the mental breakdown of some of the weaker teachers began. The second world war produced a generation of children, as Sir William Beveridge's ignorance of what happens to some people when the need to survive is reduced.

I met Sir John Reith and knew him well. He was a man of radio and on the dangers of license within it. Television and to a lesser extent radio have realised his fears. As an old man I am appalled as I watch it and its influence on myself, but

for its insidious effect on my grandchildren. It is for the most part meretricious and, because of the competitive elements, caters for the lowest common denominator of public taste. Pornography and a great deal of modern literature are similarly motivated.

I had the doubtful pleasure of meeting some MPs when I was working in London and found them for the most part self-interested, complacent, and self-important. I saw no hope of them ever forgetting the party game and concentrating seriously on the needs of the country.

The televising of the Lords and excerpts from exchanges in the Lower House have, I am afraid, confirmed that view. I feel like echoing something chanted by the Roundheads: For as the fire doth melt the wax, And wind blow smoke away, So, in the presence of the Lord, The wicked shall decay. Except that some of us don't believe that the Lord cares a tuppenny damn whether the wicked decay or not.

Who then will help us? Somebody must, or we perish. I can well understand how Mr Eco, jaded and jet-lagged after returning from an academic conference on Vlad

the Impaler, should find any display of "energy" — however dreadful the result and however barbaric the form — "spectacular." But I have always sought protection from priests — even novelist-priests — who would seek to coerce me into believing myself as unworthy as they feel themselves to be.

After such an event, it behoves us to reflect on and value our shared humanity rather than dissipate our energies in tracing spuriously apocalyptic historical "parallels" and punishing ourselves for our own complex reactions to fear the small little orthodox which I scent behind Mr Eco's article even more than I would a drunken, bottle-waving football fan. At least with the latter I'd know what I was up against. Yours sincerely, Martin Nichols, 15 Lynwood Court, Horsham, W Sussex.

Sir, — The parents of today's vandals... also the product of a society of non-competitive, non-punishment philosophy" (Letters, June 1) would have been at school in the period 1950-60, when comprehensive schools were first set up. How many comprehensive did not then or do not now engage in competitive games or enter pupils for public exams? How many schools of any type then or now abandoned the cane?

Your correspondent's "contemporary educational system was set up with the consent of all parties. Within six years this Government has produced a chronic shortage of materials and qualified and experienced teachers that threatens our

education go". No such decision has been made. The council for some time has been concerned that the administrative burden of maintaining this collection should not increase, and more recently looked at proposals that it should dispose of the collection in its entirety.

Timothy Mason, The Scottish Arts Council, Edinburgh.

Sir, — I was interested in the leading article (June 5) dealing with the future contest for the General Secretary's job in the General Municipal Workers & Boilermakers Union. You describe the method of the proposed election as unrepresentative, undemocratic and open to abuse. Not being a member of the trade union in question I will leave it up to the membership to determine what form of democracy suits them.

However having paid my regular contributions towards the upkeep of the Guardian for the past two decades, I do appreciate news of the date of the retirement of the Editor so that the readers could submit nominations for his or her election as the present system is undemocratic, unrepresentative and open to abuse. — Yours, Ken Curran, Frecheville, Sheffield.

ish. A la lutte, Madame Whitehouse. For once we are with you. Yours sincerely, (Dr) L. Phillips, Marbank Farmhouse, Welland, Worcestershire.

Sir, — I read Umberto Eco's article (Agenda, June 7) about the Brussels tragedy with all the fascinated horror which that extremely learned gentleman would require. I must confess to having been unsure at first of its tone and intent, although the stale odour of neo-medieval religiosity soon became recognisable; as did the burden of the piece.

It is absurd to simplify the tragedy as another example of mankind's timeless lust for blood. Maybe Mr Eco can feel pleased with himself for "owning up" to his own compulsive voyeurism, but it seems to me that, in his letters, made the same point more bravely, because more humanely and inclusively, when he admitted that though a street-fight was a terrible thing, "the energies displayed in it are marvellous."

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### The bricks dropped by the architects of glass houses

Sir, — Martin Pawley (Arts Guardian, June 4) still defends his Miesian argument on the grounds that James Stirling, Great Britain's Norman Foster, and others were supporters of the Palumbo scheme. But their work is esteemed, by the public and the critics precisely to the extent that they have moved away from Mies's cold abstraction towards complexity and intricacy in their buildings.

That is true particularly of Stirling's Staatsgalerie in Stuttgart, a good solid building with excellent conditions for viewing paintings. Rogers himself attaches great importance to complexity of skyline in his Lloyd's building for the City of London, and one hopes too that Foster will have taken that point in his building for the BBC.

As for Mr Pawley's comparison of Mies's steel and glass technology with the automobile technology of disc-brakes, transverse engines and front-wheel drive, there is a substantial difference. These developments in car design, at work very well; Mies's glass walls do not.

Too much perimeter glass makes it difficult to read computer screens because of glare and everyone, surely, understands that glass is transparent. Great while brick is not. Glass is transparent also to solar heat at certain wavelengths, while bricks are not. Their surfaces warm up in the sun, but it takes time for the heat to travel through. Such heat as gets through the outer skin of brick will be stopped by cavity insulation and, once that is done, the bricks will cool down again.

Insulation also keeps wanted heat within the

building while solid walls themselves act as heat stores, thus helping to keep temperatures constant. Those who still want to build glass walls — for what can only be aesthetic reasons — argue that by using double or even triple glazing, filled with some inert gas, they can get insulation values nearly as good as those for brick walls.

But such windows do not stop solar heat from getting in; nor indeed are they so good at stopping heat from getting out. To keep rooms as warm as insulated brick walls do, their proponents have to assume that a certain amount of solar heat will come in, even in the worst days of the winter.

The basic question remains: why should anyone still want to build in that unfashionable, cold, hard, abstract and inhuman Miesian aesthetic. While abstract painting may look good (it) in a gallery, abstract architecture leads to all kinds of problems with wear and weathering of materials, making satisfactory joints, etc.

Architects hooked on abstraction also take an abstract view of people. Yours, G. H. Broadbent, (Professor of Architecture), Portsmouth Polytechnic.

Sir, — B. A. Le Mar (Letters, June 4) asserts that the modern movement in architecture is essentially technological, not permanent because the materials have universal application.

True, the production of new materials is a determinant of architectural style. Each age produces its own industry, implements and techniques, and these help to create new forms.

However, architecture and its constantly changing technology are the product of economic and political forces, of ideology: the Greek city, the Roman or Spanish American colonial town, the medieval burgh.

European imperialism determined the authoritarian style of public buildings throughout Africa, Asia, and the Caribbean. The commercial values and political hegemony of transnational corporations are responsible for the steel, glass, and concrete of the banks, insurance offices, and company headquarters that dominate our cities.

Profit, power, cost-effectiveness, and brutal exploitation are their criteria. It is class in power that ultimately, though not in any simplistic determinist sense — dictates the kind of architecture we get. Technology is primarily its handmaiden. — Yours, (Prof) Graham Owens, 2 Hafryn, Garth, Cwyd.

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WHEN Prince Charles became the first patron of the Royal College of Psychiatrists earlier this year, it was suggested that he should meet college officials not at a psychiatric hospital, but at one of the newer community projects representing the "future."

The project chosen was Manor Gate, a community mental health centre situated in the middle of a working class housing estate in Northolt, West London. Charles duly made the visit and is said to have expressed great enthusiasm for its approach.

Such royal endorsement has come at an important time. July 1 is the new deadline for the regional health authorities to finish submitting their strategic plans to the Minister of Health, Kenneth Clarke. At issue in psychiatric services, is how quickly the regions can close their mental hospitals and what alternatives they are proposing. Community mental health centres are now being frequently mentioned as one, very positive, alternative.

The idea seems attractive enough. Present community services for people who are mentally ill are an uncoordinated mix of outpatient clinics and day hospitals (run by health authorities), day centres and hostels (usually run by social services and voluntary organisations) and a variety of drop-in centres from GPs to local social work offices. What better than to combine many of these facilities — and the different kinds of professional help on offer — in one place?

This was certainly one of the motivating reasons for the rapid development of community mental health centres in the USA in the 1960s as a progressive replacement for mental hospitals. But the American experience suggests caution. Far from providing an alternative to hospital care, the centres tended to concentrate on the more "attractive" clients: people who had specific emotional problems but were generally able to live a normal life.

So there are two main problems facing the development of such centres in Britain. One is to define their role: to specify which people they can help and which they cannot. And the other is going to offer full facilities for the "chronic" ex-patients who have spent years in hospital, or at the other extreme, become the first port-of-call for people who at present go to their GPs for a pep talk and a tranquilliser and what about those who are experiencing an immediate crisis or breakdown and who would normally end up in an acute admission ward?

Second, how can the British centres develop new ways for the various psychiatric professions to work together



The long road to mental health: from the women's workshop at Redden in 1860 to Manor Gate community health centre, where Sally Ho talks to a client (Photos: Mary Evans Picture Library and Gerry Weaser)

Community mental health centres are the planners' new hope. But, as American experience shows, the concept has its snags. David Berry reports

## Street level alternative

while retaining the support of the psychiatrist. Multi-disciplinary work and inter-professional equality is a direct challenge to the present psychiatric clinical hierarchy stretching up to the consultant psychiatrist who has final clinical responsibility.

Manor Gate community mental health centre, which opened last August, is one of four pilot centres in the Ealing area. Eastgate House, which opened five and a half

years ago in the relatively prosperous Sussex town of Lewes, was one of the first centres in this country. Their difference from conventional hospital and community services is immediately noticeable. Manor Gate looks like an ordinary community centre and blends easily into its surrounding 1960s housing block. Eastgate is an old stonemason's house in the middle of Lewes's main shopping street, the kind of

building in which one would expect to find a tourist information office. Inside both centres, there is an atmosphere of controlled disorder. It's not immediately clear who is psychiatrist, social worker or client. The staff I met felt at home with this contrast to the defined sterility of the psychiatric ward. They stress the excitement and rationality of working in a multi-disciplinary team, the eclectic

approach, and the cheerful informality which, as Manor Gate charge nurse Sally Ho put it, "doesn't stigmatise clients as mental patients." But already there are some difficulties. An initial objective of Manor Gate was to offer a community service for some of the increasing number of chronic patients being discharged from St Bernard's hospital in Ealing, where in-patients have fallen from 2,000 fifteen years ago to

under 500. Consultant psychiatrist Malcolm Duff-Miller argues that this means retaining, in part, a medical model for diagnosis, an emphasis on maintenance and medication for the chronic patients and strong links with St Bernard's for possible acute admissions.

Other staff disagree. They point out that such an approach differs little from a progressive day hospital. The rationale behind a community mental health centre, they argue, is to resist orthodox diagnosis, to contain crisis and to practise a psycho-social model with an emphasis on counselling and therapy.

This disagreement is constructive: it comes from strong individuals confident of their own skills embarking on a new project. Manor Gate is its infancy: the 25 staff — 4 psychiatrists, 15 nurses, 6 para-medics (not all full time) — are still adapting.

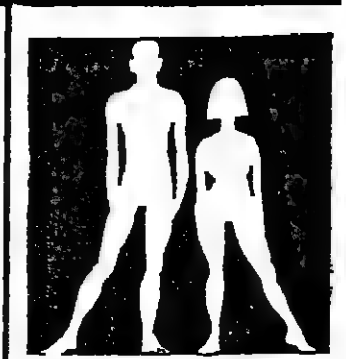
Eastgate House has come down much more quickly on the psycho-social side. Clients are offered a variety of counselling and group and individual therapy: the chronic ex-patients are urged to attend groups like the anxiety management group and there is no injection clinic.

But Eastgate has only 13 staff, two full time, the rest part-time. With no money available to employ new kinds of skilled professionals, the actual help on offer has not been as radical as was originally intended. The centre remains treatment-based.

Eastgate was one of 11 centres listed in a survey by the Kings Fund last year. This noted 50 other centres in the planning stages, several of which have since opened.

Many of the original centres, like Eastgate, were social services initiatives, although employing some health staff. But now health authorities are making the running. This means there is a lot more money involved — and a lot more opposition from certain parts of the psychiatric establishment.

The American experience raises two further questions. Many of the US centres encouraged "outreach" work in the community, identifying people at emotional risk. It's an idea which many British centres want to take up. But David Hill, a clinical psychologist who has worked in American community mental health centres, warns that this "often led to the psychologising of problems that are in fact political ones."



## BODY AND SOUL It's a toss-up

THE laws of probability are not as simple as they seem. That's why there are a few rich bookies and a lot of poor punters. A visitor to London who gets on a bus in Oxford Street and discovers that the person in the next seat comes from the same town will marvel at the coincidence. And, indeed, the odds against such a happening are enormous.

But so are the odds against any one of the thousands of persons getting on buses in Oxford Street sitting next to any one of the others. Until, of course, chance plonks them down side by side. In the end most solo passengers will sit alongside someone whom, according to the odds, they were extremely unlikely to meet. It's a paradox that many of us fail to grasp.

Millions of highly unlikely things happen around us every day. Yet, when we notice one of them, so great is our wonder that we're inclined to endow it with mystical significance. Small wonder that most of us have illogical notions about risk.

Though scientists may wish that things were ordered differently, our perception of risk is only partly mathematical. Sir Hermann Bondi, a distinguished Fellow of the Royal Society, illustrated the point neatly in a Wolfson College lecture when he described a Swedish plan to study the Aurora Borealis by firing instrument-carrying rockets into it.

When the rockets had done their job, the burnt out remnants were due to fall over an area of Lapland so sparsely populated that the mathematical risk of anyone being hit was minute. Even so, the Government felt it should offer protection. It flew out the reindeer herders by helicopter and flew them back when the experiment was over.

As it happened, the probability of one of them being hit by a piece of rocket was less than one per cent of that of a helicopter accident but the action can be justified — politically if not mathematically.

If there had been no evacuation and someone had been hit, the Interior Minister would have faced the accusation that he had done nothing to protect people for whom he was responsible. Yet, if there had been a helicopter crash, a statement that said: "We offer our deepest sympathy to the relatives of the victims. We used a well-tried helicopter. Down by an experienced crew. We are usually better at what happened but there is no other precaution we could have taken."

Whatever the mathematics, a minister has to hit. The Interior Minister would have faced the accusation that he had done nothing to protect people for whom he was responsible. Yet, if there had been a helicopter crash, a statement that said: "We offer our deepest sympathy to the relatives of the victims. We used a well-tried helicopter. Down by an experienced crew. We are usually better at what happened but there is no other precaution we could have taken."

He argues, for instance, that the banning of the drug Opren was a mistake, building his argument on an opinion by Lord Rothschild in his 1978 Richard Dimbleby Lecture.

Rothschild recommended that anyone confronted with information about the drug should consider the number of people involved should respond with two simple reactions: "Is the risk stated in a straightforward manner? Can I understand, such as '1 in 1,000' or 'not why not?' and 'Is the risk stated per year, per month, per day, or per some period of time? If not, I shall ignore the information.'"

When Opren was banned, says Inman, none of Rothschild's simple questions was answered. There was no indication of the size of the risk, nor of the period over which the deaths had occurred. And no one offered comparisons that would have been an antidote to panic. As a result, he claims, patients suffering from arthritis were deprived of a drug that could have helped them.

Inman reveals in pointing out illogicalities in our perception of risk that as in the jumbo jet example — and in showing how we happily accept a scale of risk with surgery, or when driving a car, that we would never countenance with a drug. His arguments are convincing but I fear his mathematics are unlikely to touch the hearts of this nation of punters. Unlike the Swedish politician who ordered the helicopter lift, he ignores the fact that the punters, their confidence founded on ignorance, know deep down that most risks are Acts of God.

\*Risk: Man-made hazards to man (Clarendon Press, £9.95). Michael O'Donnell

Red and yellow and green and blue . . . Joy Melville talks to the therapists who are bringing colour to drab lives

## Looking at the world through rose-coloured glasses

IF YOUR washroom at work is painted red, purple or orange, the boss's hidden message is: "Get back to work and do it." Research on astronauts at Houston, Texas, shows that bright dynamic colours make you feel you've been in a place a long time. But pink calms us, while blue and pale greens help our concentration. The psychological effects of colour have been well researched: strident green is associated with anxiety states; yellow with schizophrenia; bright red with mania; brown with paranoia; blue with conscious control of emotion.

The wider healing properties of colour have also long been recognised. Back as far as the first century, Aulus Cornelius Celsus, a medical writer, recommended using coloured ointments and black, green and white plasters. Now interest in alternative medicine grows, the healing power of colour and its effect on behaviour are being increasingly accepted.

Theo Gimbel, one of Britain's most noted colour researchers who runs the Colour Studies in Gloucestershire, began his work with handicapped children back in the 1950s. He too advises hospitals and schools about the emotional and physiological effects of different colours. He has also found that a combination of colours and shapes have a regenerative effect on living organisms.

Dorothy Theophilou-Sun, a colour therapist who has trained for four years under Gimbel, uses one of his rare, personally designed "colour instruments" when treating clients. Through this, she projects light through geometric shapes ("sacred geometry, like pyramids, of mouth-blown stained glass"), altering the colours, timing, intensity and rhythm to fit the client.

She is the first local authority registered colour therapist in London, and treats the body on a physical, emotional, mental and

spiritual level. If you go to her with, say, varicose veins or depression, she will first have a counselling session with you. "From this I get the feeling of the person and I also ask them to fill in a questionnaire about the problem, its history and the circumstances behind it." She also asks for a photo and a small lock of hair.

Before treatment sessions, usually a minimum of four, she will each time draw up a chart of the spine, holding the hair, photo and questionnaire below the chart, she focuses on each vertebrae individually. "Being sensitive, I pick up energy imbalances. I might suddenly get a prickly sensation and know that a particular vertebrae is out of alignment. From there I would come to a final conclusion about the colour that I feel are appropriate for treatment." These are called the therapy colour and its complement.

At the next session, you go straight into therapy. You have to wear a white or very

pale blue gown so that the colour vibrations from the therapy instruments are not distorted and can easily be absorbed into the body. The room is darkened and, first, the pure daylight lamp (the "working light") comes on.

"I can vary the intensity of this light, which provides a conducive atmosphere for healing," says Dorothy Theophilou-Sun. "Then, as the working light fades, the centre filter, the therapy light, will come on, very gradually, and in turn, fade as it is replaced by the complementary colour."

The therapy and complementary light-for instance, red and turquoise—then go through an automatic sequence. The blue therapy light might start by being on for a fraction of a minute, the orange complementary light for a few minutes. But the blue light gradually stays on longer, while the orange light decreases, each time the cycle is repeated.

The complementary light brings to the surface the root imbalance of this person, and the therapy light increases to give more of the healing. A session like this lasts about 20 minutes. Follow-up counselling goes over the feelings and sensations which have occurred, and any other areas that come up. Because they believe in an integrated approach (explained in their workshops and lectures), Dorothy Theophilou-Sun and her husband Howard complement their work with Aura Soma oils.

These healing oils, known as "balance in a bottle," were created last year by Vicky Wall, now in her seventies, who trained as an apothecary. Working at a natural healing clinic in Amersham, dispensing therapeutic lotions and creams, she was asked by a charity to make some of these in colour. She decided to make a balance of herbs and oil in dramatic jewel-like shades (though she herself is blind). To her surprise, people came back to her to say the oils had got rid

of backaches, headaches, and other ailments. She and a colleague started to build up a survey, finding that violet did this, red that.

They found, for instance, that a combination of red and gold gives you extra energy, that blue helps relieve stress and that blue and violet together (called the "rescue remedy") gets rid of minor aches and pains.

Although you can buy the oils direct, Vicky Wall, has now trained some 150 practitioners. One of these is Jo Ann Humphrey, who first trained as a physiotherapist, and now works as an Aura Soma therapist in Rickmansworth. When clients first come to see her, she asks them to look at the rainbow spectrum of coloured oils, and choose three. "You're attracted by what you need. The first would be your aura, what you are; the second, reflects where there may be a slight imbalance, emotionally, physically or spiritually; and the third, what you put you

CARDIOLOGISTS divide us into two types, according to how our personality affects our heart. Type A individuals are highly competitive, innately hostile and time-urgent (newspeak for an amalgam of punctuality, fast eating and rapid talking). Type B types have raised laissez-faire to an art form, down in the milk of human kindness, and are sublimely indifferent to the passage of time. It is an uncomfortable fact that as few as twice as frequently from heart disease than Bs, even when the risks of cigarettes, alcohol and cream buns are taken into account.

Personality is, to a large extent, genetically endowed. A-type parents usually beget A-type offspring. But the environment must also have a profound effect, since if competition is important to the parents, it is likely to become a major factor in the lives of their children.

Tell-tale signs can be inferred from family games of Monopoly when father cannot suppress his instinct enough to allow his 6-year-old any property of real value. In such property-thrashing households, children's parties take on an ego significance, when guests must leave with a present. Many times more expensive than the one they brought, have been entertained by Gerry Cottle's Circus in a marquee in the garden.

The other place where children soak up A traits is very school, which is, by its very nature, a highly competitive institution. To many schools have adopted the "win at all

Costs" ethic and measure their potency by sporting success. The current mania for making children compete against their peers or against the clock produces a two-tier system in which competitive A types spuriously seem in some way better than their B type fellows. Addition to this, competitive B types can have dangerous consequences: remember Phaedipides, the first marathon runner, dropped dead seconds after croaking: "Rejoice, we conquer!"

By far the most iniquitous form of competition in schools is the disproportionate emphasis on examinations. It is a rare school that allows pupils to concentrate on those things they do well

The merits of competition by examination are dubious enough, but competition in the certain knowledge of failure is positively harmful. Exams, says Robert Wilkins, should carry a health warning

Obviously, neither practical nor desirable that all A youngsters change into Bs. The world needs both types, and schools have an imperative duty to try to fit a child's personality to his possible future employment. It is a fallacy, for instance, that people successful in business have to jet-set and gin-quaff, displaying their by-pass scars as testimony to their competitive zeal; there are many Bs in top management.

Nor need A types rule out a religious life; they should merely choose the more competitive, calling the Benedictine rather than the contemplative life of the Trappist (Trappists live a great deal longer than Benedictines as a consequence).

If schools' preoccupation with academia was lessened, more time might be spent teaching children surer values. Perhaps the selections to the caring professions, especially medicine, could be assessed less by A level grades in chemistry and more by such considerations as sensitivity, altruism and compassion. It is surely a mistake to clone our doctors exclusively from A type stock. Bs are important and should be encouraged.

Robert Wilkins is a consultant child psychiatrist in Reading.

A Government discussion paper on the relationship between social services departments and the voluntary and private sectors is expected soon. Herbert Laming warns against uncritical acceptance of the American model

## Striking it richer than Texan oil

THE rapid increase in the very elderly and dependent population is causing the Government and local authorities to give urgent consideration to the services and systems needed to protect and support vulnerable people. Increasingly, the Government seems to be looking to the American model for inspiration. Welfare pluralism is firmly on the agenda, but the American pattern should not be considered uncritically.

Last year, I was seconded to a project in Cleveland, Ohio, to help establish care for elderly people at risk, to be based to some degree on the British pattern of "care in the community." My main function was to help establish a consortium of agencies to implement a State law aimed at protecting elderly people living outside institutions from abuse, neglect and exploitation. Britain has no legislation which refers particularly to abuse of the elderly, but 30 American states have found it necessary to introduce such legislation in recent years.

The Americans I worked with were surprised that their pattern of services should be considered either effective or efficient. There is no personal social services department in the US, nor any general framework of legislation

giving local authorities power, duties and responsibilities to protect vulnerable and dependent people. Private agencies compete for funds and clients, while the Welfare Department is a residual service identified with the poor.

There is a strong emphasis on costly institutional provision in both health care and social services. The fastest growing services in America are nursing homes and "total care centres" for elderly people, which provide everything from independent living to geriatric care on the same campus.

The boom in institutional care is perhaps not surprising. The Senate Special Committee on Ageing which recently looked into nursing home chains in Texas found they were enormously profitable. "The average return on equity for Texas nursing homes was 33.8 per cent, a rate higher than oil, banks and fast food franchises . . ."

Under the American system, the ability to pay is the first and most important question. The need for the service seems to be of secondary importance. So those with the greatest needs may be denied any service, whilst those with fewer needs may get quite lavish care. The best private agencies

provide a very high standard of service and we have much to learn from the way in which they treat people. Clients are highly valued as the lifeblood of the agency. Staff are selling a service. Management of resources is not left only to highly skilled professionals.

But the cost of health and social care has been increasing at an alarming rate. The Government department in Washington with the largest budget is Health and Human Services. Because people with the least private insurance cover are the highest users of health and social services — the old, the long-term sick, the disabled, the handicapped and the poor — the cost has fallen increasingly on the Government. Our NHS absorbs about 55 per cent of the GNP. In the US, the figure is 11 per cent. Services there are more costly.

Mr Fowler has called for Social Services departments to take on a strategic enabling role in making the most of resources available in the community to help those most in need. It would be unwise to look to the American model for guidance. There are more dollars in direct service provision than in strategic planning. Private agencies dominate service provision, while the planning agencies have

little executive control or influence. It is therefore exceedingly difficult to achieve change, and there is no consistency in the system.

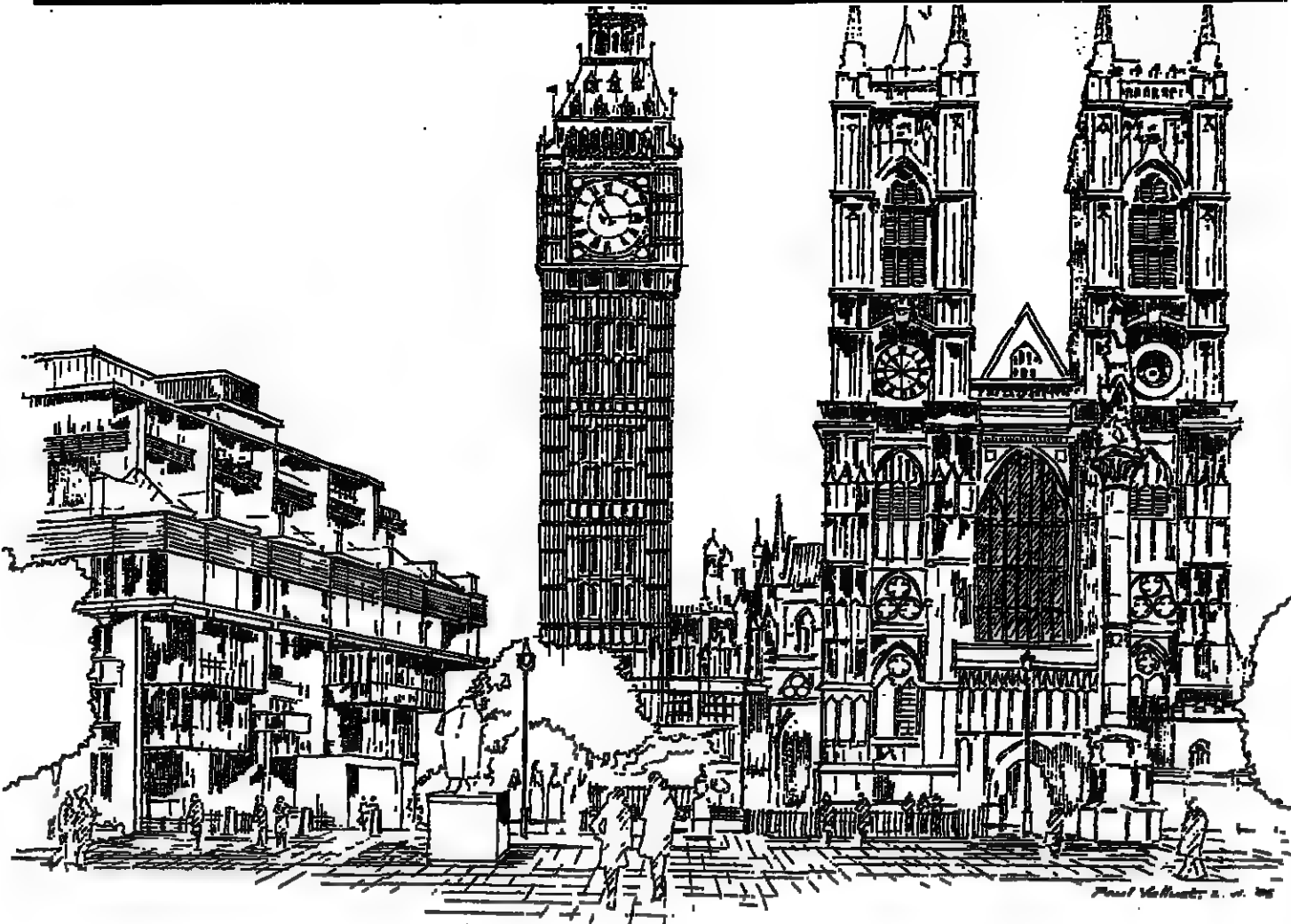
In Britain, we have a remarkably good basic framework of public sector services, support weak and vulnerable people. It is complemented in vital and imaginative ways by voluntary organisations and individual volunteers, and there is evidence that voluntary help is developing in ways suited to local needs.

Pluralism can add a further dimension without undermining the basic fabric. The private sector is likely to grow, but it is important that this occurs in socially acceptable ways, with assurances of minimum standards and guarantees against exploitation. There must be vigilance on issues like the expenditure of public funds in the private sector. Market forces in the US produce neither an efficient system nor relief for the taxpayer.

Herbert Laming is director of social services for Hertfordshire and author of *Lessons from America: The Balance of Services in Social Care*, available from Policy Studies Institute, 100 Park Village East, London NW1 3SR, price £1.50.



## Planning and Transportation in Westminster A NEW TEAM - A NEW APPROACH



Few places in the world today can match the heritage of the City of Westminster.

In the year which celebrates the 400th anniversary of the City's inauguration, we are breaking with convention by combining the traditional Planning and City Engineer's functions, creating in their place a complete new Directorate under the title 'Planning and Transportation': thus enabling us to take an highly innovative and concerted approach to the total environment of our unique city, to maintain the critical balance between the modern-day needs of its 130,000 residents, a working population of nearly 1/2 million and an annual influx of between 250,000 and 350,000 visitors and its 9000 historic buildings.

The new Director, James Thomas, and two of his Assistant Directors have already been appointed. Now we want to recruit the three further Assistant Directors who will bring this new senior-management team to full complement and who will each make an early and significant contribution to this, one of the most important local government initiatives of our time.

### THREE ASSISTANT DIRECTORS (£21,732 - £25,520 inclusive)

**POLICY:** The fusing of the two functions will present an unusual professional challenge to the Assistant Director who takes up the policy-making task for the new team, as chief advisor on all issues relating to the use of land and the provision of effective transport systems in Westminster. Your success in the role will therefore be dependent on your ability to offer technical strength on both counts - meaning that you will be qualified in either Town Planning or Engineering, as long as your career has given you broad exposure to - and a deep understanding of - the other. An appreciation of local government practices is essential, familiarity with IT techniques and research methods highly relevant. (Ref: PT.15.)

**URBAN DESIGN:** As the Council's chief Urban Designer it will be your job to prepare design guidelines for major sites and issues; to design environmental improvement schemes and to manage

the spaces in between the buildings via a total design approach coordinating all surfaces, materials, street furniture and landscaping.

You will be qualified in Architecture or Urban Design and preferably in both and will have achieved a senior management role in the private or public sector and already earned yourself a reputation among your peers for the quality and originality of your design thinking. (Ref: PT.14.)

**PROGRAMME:** As 'chief of staff' you will be prime mover in the setting up and development of all essential support services for the new department from personnel and training matters for a staff of 390, to communications, management information systems and financial planning. There will be the special challenge of satisfying the professional needs of both sides of the new partnership. We shall look to you to spearhead the team's involvement in areas not traditionally associated with Planners' or Engineers' functions, particularly in view of the changing climate of local government in London. Qualified in Planning, Engineering or Administration, your career to date will feature senior management responsibility in a similar environment, ideally including experience of IT. (Ref: PT.15.)

### HEAD OF THE TECHNICAL SUPPORT GROUP (£15,606 - £16,635 inclusive - under review)

Reporting to the Assistant Director - Urban Design, you will head a team providing a highly professional graphic and presentation service to the new Department and available to the Council as a whole, in such areas as architectural drawings, perspectives and models and exhibition work. You should have managerial experience and graphic skills of a high order. (Ref: PT.16.)

Please forward a copy of your CV to:  
James Thomas, Director of Planning and Transportation, P.O. Box 240,  
CITY OF WESTMINSTER, City Hall, Victoria Street, London SW1E 6QP, or telephone him on 01-798 2650 for more information.  
Closing date: 28th June, 1985.



## FUND RAISING AREA ORGANISERS

Following re-organisation we now have openings for seven highly motivated self starters in the following areas:

- \* WEST MIDLANDS
- \* AVON & GLOUCESTER
- \* HAMPSHIRE & BERKSHIRE
- \* NORFOLK & SUFFOLK
- \* NE SCOTLAND \* KENT
- \* NORTHERN IRELAND

Reporting to and supported by the Regional Manager, the Area Organiser will be responsible for fund raising in the area including the encouragement of existing voluntary branches. In addition (s/he) will be involved in the formation of new branches and the extension of our work with schools and charity shops.

The successful applicants will be home based and should have proven organisational/management skills: a persuasive, flexible and imaginative approach and be able to liaise with people at all levels and communicate with groups both large and small. A clean driving licence will be essential and a car provided.

Starting salary will be £7102 per annum.

For job description and application form please send brief notes about yourself (stating the area in which you are interested) to Leonie Lorton, Personnel Officer, SCE Mary Datchelor House, 17 Grove Lane, Camberwell, London SE5 8RD.

Closing date for applications is 3rd July 1985.

## Save the Children

## Director of Development

Merseyside Development Corporation is seeking a replacement for its present Director of Development who has been appointed Chief Executive. The Corporation requires a person with professional qualifications and substantial U.K. experience of the design and construction industry to advise on the preparation of its physical plans and programmes.

Although considerable progress has been made in the reclamation and development of disused docklands, extensive areas remain to be planned and developed. To achieve this programme the Corporation exercises statutory planning powers and commissions all engineering, architectural and related services through a small team of high calibre staff.

Terms and conditions are similar to Local Government within the current salary range of £24,861 - £27,249 per annum. The post is pensionable under the Local Government Superannuation Scheme. Essential car users allowance and a contribution towards relocation expenses will be payable. Further information can be supplied on request. Please send full personal and career details to:

The Chief Executive,  
Merseyside Development Corporation,  
Royal Liver Building, Pier Head, Liverpool L3 1JH.  
Closing date: 28th June, 1985.



Merseyside  
Development Corporation

## PRINCIPAL (Director)

of the Cotswold Community  
Salary £14,478-£15,753 per annum

The post becomes vacant with the retirement of the present Principal, Mr. Richard Bailestone, 12th August 1985. Established in 1967 as a therapeutic community, the Cotswold Community has developed a distinctive and effective 'planned environment' approach to the treatment and education of severely disturbed or delinquent boys - specifically those diagnosed as being unintegrated and therefore in need of mature parental identification. Shared living of staff and boys is central to the therapeutic approach. It has up to 50 places. Age range is 10-18; usual length of stay 4-5 years.

Care and education staff are mainly graduates, and most senior staff find personal psycho-analysis important to their work.

It has been accepted by staff and by the Director of Social Services for Wiltshire that the Community could better pursue its task outside the County Council structure, and plans for transfer to an independent trust are advanced. Capacity to manage these transactions will be a central requirement for the new Principal (Director), who would need qualifications and proven leadership experience in residential work, preferably in a therapeutic community.

Application forms and further details, quoting reference 85/261, from Director of Social Services, County Hall, Trowbridge, Wiltshire, Tel. Trowbridge 3641, ext. 2572, returnable by 28 June 1985.

## ALCOHOLISM COUNSELLORS BIRMINGHAM

Private alcoholism treatment clinics with multiple locations have vacancies for qualified counsellors. Must have counselling and public speaking skills, be abstinent, and be able to work under medical supervision. Persons with relevant life experience also encouraged to apply.

Write with c.v. and desired salary.

MANOR CLINICS  
GO 102 THE GUARDIAN  
164 Deansgate  
Manchester M60 2RR

## Rochdale

An Equal Opportunity Employer

Applications are invited from those with no less than 3 years' experience in the areas of race, creed, nationality, disability, age or sex.

LEISURE & ARTS DEPARTMENT  
ASSISTANT  
MUSEUM CURATOR

Salary £5,922 - £6,420

The postholder will assist the Museum Curator in all aspects of the service and its promotion.

Applicants should have an interest in the Natural Sciences or Archaeology and possess a relevant degree.

Application forms available (Quote H814) from the Chief Personnel Officer, PO Box 68, Municipal Offices, Smith Street, Rochdale OL16 1XG (Tel 47474, ext 682) to be received not later than 5 July 1985.

Previous applicants will be considered without re-applying.

Closing date: Friday 21 June 1985.

Greenwich Housing Rights

WANT A FUNDAMENTAL SPEAKING

COMMUNITY DEVELOPMENT WORKER

(17 1/2 hours per week) to work with the Asian communities in the Borough of Greenwich.

Some community work experience an advantage, but not essential.

Salary £5,205 (inc. 10% unequal hours and O.L.W.).

Please write for details and application form to:  
GREENWICH HOUSING RIGHTS, 32-34 Here Street, Woolwich SE18. Tel: 01 854 8848

Closing date: 1st July 1985. Previous applicants will be considered without re-applying.

## NORTHERN IRELAND ECONOMIC RESEARCH CENTRE

### APPOINTMENT OF DIRECTOR

A Director is sought for an independent Economic Research Centre in Northern Ireland, funded by the Economic and Social Research Council, Northern Ireland Departments and private sector subscribers. The Centre will have a substantial core budget to which it is expected that funds for commissioned research will be added. It will be established for an initial period of eight years. The Centre will have cooperative relationships with the two Northern Ireland universities and the Northern Ireland Economic Council.

The Centre's initial research programme will focus primarily on the Northern Ireland economy. It is expected that it will also become established as a centre in regional economic studies more generally.

Applicants should be economists with a proven record of achievement in research and research management in academic, governmental, industrial or commercial organisations. The salary is likely to be above the professional average but will be negotiable along with the terms, conditions and period of appointment.

Applications by July 12th, 1985, with curriculum vitae, list of publications and names of three referees should be sent to Mrs K. Jones, c/o Economic and Social Research Council, 1 Temple Avenue, London EC4Y 0BD, from whom further information may be obtained.

## SOUTH BIRMINGHAM FAMILY SERVICE UNIT

A Community Based Project has vacancies for 2 workers  
Salary £7,065-£10,716  
(depending on qualifications and experience)

### EXPERIENCED COMMUNITY WORKER

with an interest in working with women and girls. The job would also entail some work with young people, and developing a newly formed Users' Committee.

### EXPERIENCED COMMUNITY WORKER

to help strengthen relationships and co-operation between existing local organisations with a view to developing the resources of the area. The worker should also have an interest in working with young people and local clubs.

For full details and application form write to:  
South Birmingham Family Service Unit  
43 Barnsley Road, Kings Norton  
Birmingham B30 3HU

Please enclose a c.v. and closing date: July 1st.

FSU IS AN EQUAL OPPORTUNITY EMPLOYER

GRIMSBY, CLEETHORPES AND DISTRICT ASSOCIATION FOR MENTAL HEALTH

COMMUNITY RESOURCE ORGANISER

Salary: £3,250 rising to £3,250 p.a.

Three year fixed term contract.

The aim is to help the Local Authorities improve facilities for people with mental health problems.

You will be working in close liaison with the Health Service, Social Services and Voluntary bodies locally. Ability to work with community groups is essential. Knowledge of area desirable. Applicants should be over 25.

Further information, application forms and job descriptions from: Mrs J. A. Reed, 459, Grimsby Road, Cleethorpes, DN35 8AN. Telephone: (0522) 82222.

Closing date for return of completed application forms: 30th June 1985.

## NATIONAL ASSOCIATION OF CITIZENS ADVICE BUREAUX

This Association currently has the following vacancies:

### I ADMINISTRATIVE ASSISTANT

SURREY AND WEST SUSSEX  
(BASED - GUILDFORD) CIRCA £7,000

### II ADMINISTRATIVE ASSISTANT

SOUTH EAST  
(BASED - TUNBRIDGE WELLS) CIRCA £7,000

required to assist the Area Officers in a wide range of administrative tasks.

Main duties will include minute taking, maintaining office systems, general and business records, and dealing with office accounts.

The successful candidates will have a flexible approach to work. Good communications skills, numeracy and administrative ability are essential as is experience of minute taking and drafting reports.

Generous leave, luncheon vouchers and contributors pension scheme.

For job description and application form please WRITE on a postcard, stating preferred area, to:  
Personnel Department, NACAB,  
Wyndham House  
115-125 Pentonville Road, London N1 9LZ.

CLOSING DATE FOR BOTH POSTS:  
28th JUNE 1985.

All applicants considered on basis of suitability for post regardless of sex, race, marital status or disability.



## INTERNATIONAL VOLUNTARY SERVICE

VACANCIES IN THE THIRD WORLD

IVS sends skilled people for two-year appointments to work for development and self-help in the Third World. We are looking for qualified and experienced people to work on a modest living allowance in:

Botswana, Lesotho, Mozambique and Swaziland

Current requirements: architects, planners, civil engineers, foresters, agriculturalists, metal workshop managers, business training officers, poultry hatchery coordinators, printed textiles crafts instructors, doctors, nurse tutors, occupational therapists, medical lab technicians, accountants, teachers - science, maths, geography, EFL, remedial, primary, and pre-school/infant for health education.

2 year contract including modest living allowance and flights. Payment no tuition for dependants. Applicants must be resident in the UK or Ireland.

For further details send short c.v. and large a.s.e. to: Rose Goringe, Dept. G22, International Voluntary Service, 51 Regent Road, Lancaster LA1 6YL.



## FRIENDS OF THE EARTH

### FUND RAISER

To be responsible for fund raising, membership recruitment and development and new trading initiatives. Fund raising and commercial experience crucial; experience of working with printers, designers, and some familiarity with computers desirable.

Salary to be negotiated.

Apply by 28th June, with detailed c.v. and supporting letter of application to:

JONATHAN PORRITT, 377 City Road, London EC1V 1NA

## Team Leader/ Co. Deputy

(Ref G/8/5)  
£10,725-£11,335 - Grade S01 (under review).

Wandsworth, who pioneered day assessment, are looking for a Team Leader/Co. Deputy to join their multi-disciplinary team of assessment workers, psychiatrists, teachers and psychologists.

The Centre, with its existing methods of assessment, draws upon a variety of techniques and strategies in its work with children and families both within and outside the Centre. The post involves both individual and group work with children, family work, and management tasks, such as supervision of staff and students, conference chairing, liaison with social workers and children's establishments and policy making within the Centre. A capacity to work as part of a team, to make and implement decisions in line with Borough policy, an understanding of professional networks and skills in working with children and families are required. A professional social work qualification is essential with a minimum of 3 to 4 years post qualification experience.

## Assessment Worker

(Ref G/8/6)  
£9,780-£10,362 (Scale 6).

The post involves both individual and group work with children and family work. It involves assessing responsibility for specific areas in assessment including report writing.

Interest and skills in creative activities such as woodwork, photography, arts, crafts etc. would be distinct advantages. A professional social work qualification in field or residential work is essential. An ability to drive would be desirable.

For further information about both posts and to arrange to visit the Centre, please contact Keith Hawood, Co-Deputy on 01-872 0452 or 874 8251.

Application forms from the Director of Social Services, Town Hall, London SW18 2PU. Tel: 01-871 6326.

Please quote appropriate reference. Both posts close 28th June.

## Community Centre Co-ordinator

£10,633-£11,273 p.a.

Inclusive of irregular hours payment.

The Court House Centre houses a local voluntary community project's lunch club, youth club, children's centre, Latchford Club, LEA ABE classes and a range of other community and leisure activities. We need a Co-ordinator to manage the centre, co-ordinate its activities, develop the arts and entertainment programme and develop use of the centre by a broad spectrum of local community. You will have experience in managing a building and staff, working with voluntary community groups, arts and entertainment in a comparable setting and working within a local authority. This post demands energy, imagination and a flexible approach to working patterns.

Application forms from Leisure & Amenity Services, Personnel Section, Town Hall, London, SW18 2PU. Tel: 01-871 6326.

Please quote Ref: G1243. Closes 18 June.

## Wandsworth

an equal opportunity employer

## HASTINGS BOROUGH COUNCIL

### CO-OPERATIVE DEVELOPMENTS OFFICER

Grade S01 £9,477-£10,197 plus car allowance

Applications are invited for this new post which has been created to assist and encourage the development of co-operative forms of enterprise and industry within the town.

The appointment will be for an initial period of two years.

The successful applicant will:

1. Identify those who may wish to set up such enterprises and assist in the promotion of co-operatives.
2. Co-ordinate the provision of training in management, finance, marketing, etc.
3. Provide continued support and business advice to new groups.
4. Liaise with the National Co-operative Development Agency and other bodies involved in co-operative development.

Evidence of commitment to the principles of co-operative enterprises and a proven track record of success in co-operative or entrepreneurial business and a sound understanding of the needs and problems of small business are essential prerequisites.

Temporary housing, etc., and general re-location grants may be available in appropriate circumstances.

Application forms and further particulars are available from the Town Hall, Queens Road, Hastings TN34 1QR. Tel: 0424 634182.

Hastings Borough Council is an Equal Opportunities Employer.

For informal discussion, potential candidates should call Mr. J. P. Steele on 0424 635006.

Closing date for applications: June 28, 1985.

## CORONER

### Southern District of Greater London

Applications are invited from suitably experienced barristers, solicitors or medical practitioners of not less than five years standing for the appointment of Coroner for the district covering the London Boroughs of Bexley, Bromley, Croydon and Sutton.

Salary: £22,293 p.a. rising by 4 annual increments to £24,306, plus allowances of £5,619 for expenses of office and £1,419 London Weighting. The successful applicant will be required to contribute to the GLC's superannuation fund.

The Council adopts an extremely positive approach to equal opportunities. Applications would therefore be welcomed from women as well as men and from members of London's ethnic minority communities.

For an application form and further details write to:  
GLC Director-General's Department, 11, 7/5  
Room 509, The County Hall, SE1 7PB or Tel: 01-633 7751.

Closing date 5th July 1985.

\* \* \*

## INTERNATIONAL VOLUNTARY SERVICE

Two Staff Vacancies

### FIELD OFFICERS FOR BOTSWANA AND LESOTHO

IVS sends skilled people for two-year appointments to work for development and self-help in the Third World. We are looking for qualified and experienced people to work on a modest living allowance in:

Botswana and Lesotho respectively and develop the IVS Volunteer Programme in Botswana and Lesotho respectively and support community development projects.

Applicants should have previous overseas experience, preferably as a volunteer, knowledge of Southern African affairs, administrative and other relevant skills. Terms include modest salary, housing, insurance, flight and other relevant costs. Annual visits to the UK.

Two stage selection procedure leading to appointment in August for Botswana and September for Lesotho.

For further details and application form, contact Tynedale Worsfold, Development Project, 2 Jermolov Road, Newcastle NE2 4AQ. Tel: 091-261 6632.

Closing date for applications: Friday 28th June 1985.

Job where applications welcome

## WANTED CO-ORDINATOR

for Type A. Near Women in Non-Traditional Skills Training Centre, £3,000 p.a.

County Council offers to women over 25, training courses in Carpentry, Mechanics, Carpentry & Joinery. The post is subject to annual review.

Applicants for the post of Co-ordinator should have commitment to increasing training opportunities for women, working collectively, and have both financial and administrative skills.

For further details and application form, contact Tynedale Worsfold, Development Project, 2 Jermolov Road, Newcastle NE2 4AQ. Tel: 091-261 6632.

Closing date for applications: Friday 28th June 1985.

Job where applications welcome



# PUBLIC APPOINTMENTS

## Applied Psychologists Research Opportunities

Current vacancies are in the following areas:

**RAF Brampton, Huntingdon, Cambs — 3 posts**

... to work on the analysis, design and validation of existing and future training systems and to undertake research relating to the training of officers on flying duties; or the initial and technical training of RAF basic grade ground staff officers, and the effectiveness of personnel employed in the supply and engineering units of RAF Support Command.

Proven experience in the field of training technology and experience in job analysis, validation of training methods and equipment and the use of computers in training is essential.

Appointment as Psychologist or Senior Psychologist.

**Admiralty Marine Technology Establishment, Teddington, Middx**

... to join a research team investigating job design and training requirements for future ship and submarine control systems.

Experience of experimental methods and computers would be an advantage as would familiarity with training technology and/or cognitive ergonomics.

Appointment as Psychologist or Senior Psychologist.

**Army Personnel Research Establishment, Farnborough, Hants**

... to carry out research using in-house experimental simulator facilities to study problems of team and individual training for weapon systems.

Experience or training in the relevant areas of occupational psychology and in the application of training technology to the design of computer based simulators would be advantageous.

Appointment as Psychologist or Senior Psychologist.

All candidates must have a degree in psychology with at least second class honours, or an equivalent or higher qualification in which psychology was taken as a main subject. For appointment as senior psychologist candidates must also have at least 3 years' experience.

Salaries (under review): Senior Psychologists £9500-£11,920; Psychologists £6015-£8,735. Starting salary within the range according to qualifications and experience. The post at AMTE, Teddington attracts an additional £520 Over London Weighting.

Further vacancies may arise in these and other departments.

For further details and an application form (to be returned by 4 July 1985) write to Civil Service Commission, Alconon Link, Basingstoke, Hants, RG21 1J8, or telephone Basingstoke (0256) 468551 (answering service operates outside office hours).

Please quote ref: G(3)632.

Ministry of Defence

The Civil Service is an equal opportunity employer

## WORKING FOR LONDON

Our equal opportunities policy can work for you. In many areas of the Council's work, women, ethnic minorities and people with disabilities are under-represented. Our positive approach to equal opportunities is aimed at redressing this imbalance and we would particularly welcome their applications for these posts.

The GLC is an equal opportunities employer.

We invite applications from women and men from all sections of the community, irrespective of their ethnic origin, colour, sexual orientation or disability, who have the necessary attributes to do the job.

Job sharing arrangements are open to all applicants.

## London's unclaimed £Millions GLC Welfare Benefits Project

The shortfall in the take-up of welfare benefits in London now exceeds £200M p.a. The need to provide Londoners with information about their entitlement to benefits is therefore more important than ever.

The Welfare Benefits Project is successfully promoting awareness of this and related issues throughout Greater London, yet the demand for advice and information continues to grow. As a result we are seeking to expand the project and strengthen the team by the addition of the following staff:

### Special Projects Officer

Building on the experience gained by advisory and support services, identifying areas for improvement in both the policy and its implementation, this post will initiate and promote strategies to local and central government on improving the administration of benefits. A detailed knowledge of the operation of State and Local Authority administered benefits, together with extensive advisory experience and good communication skills are essential.

£14,781-£16,545 inc. Ref: CC6525.

## Training & Resources Team Trainers — Ethnic Minority Groups

The project also provides training to ethnic minority community associations on welfare benefits issues. To increase our activities in providing the unique service we wish to recruit a further two trainers with an up-to-date knowledge of welfare benefits and experience of working with Afro-Caribbean and other ethnic minority groups. The ability to produce written training material is an essential aspect of the work.

£13,065-£14,781 inc. Ref: CC6531.

### Publicity Team Information Officer

The response to our publicity campaigns creates this opportunity to assist in the production of publicity material and information packs. This will call for a detailed, up-to-date knowledge of welfare benefits law and practice, plus the ability to translate this into informative material for public consumption.

£11,325-£13,065 inc. Ref: CC6526.

### Publicity Officer — Ethnic Minority Issues

A publicity officer sensitive to the language and cultural needs of ethnic minority communities is needed to maximise the impact of media and publicity initiatives to ethnic minority groups. Experience in publicity or advertising and of working with ethnic minority groups is required.

£11,325-£13,065 inc. Ref: CC6527.

### Advice Workers — Ethnic Minority Initiatives

Information and advice to the public via our Mobile Benefit Buses and Freephone Service are particularly important aspects of local campaigns. To improve awareness and maximise the impact of these campaigns in specific community areas we wish to recruit a number of Advice Workers to work with the community on these issues.

**Afro — Caribbean Community** — calling for experience of advice or information giving, and of working in and with Afro-Caribbean groups or organisations.

£11,325-£13,065 inc. Ref: CC6528.

**Bangladeshi Community** — calling for experience of advice or information giving, plus an understanding of the Bangladeshi culture and the ability to communicate effectively verbally and in writing in Bengali.

£11,325-£13,065 inc. Ref: CC6529.

### Administrative Assistants

To work in support of Advice Teams both in the office and at outside locations on the Benefit Buses. Good organisational and communication skills are needed, together with the ability to work on your own initiative and manage a substantial workload.

£6,927-£9,255 inc. Ref: CC6530.

## Computer Team

The advanced computer technology used to help identify and calculate benefit entitlement, particularly of small hand held computers, are the subject of continuous development. Their success has been overwhelming and to maintain this progress we are expanding this team. Black and ethnic minority groups are particularly under-represented in this area of work and we would therefore welcome applications from members of these groups.

### Computer Trainers

To be responsible for all matters relating to liaison, training and the support of users of the systems developed by the project. A working knowledge of welfare benefits, an understanding of computing systems and the ability to train a wide range of people in the use of the systems are the key requirements.

£13,065-£14,781 inc. Ref: CC6532.

### Computer Development Workers

These posts assist in the development of new systems and liaise on the adoption of existing systems to meet the needs of different Local Authorities, as well as providing support to users on appropriate maintenance and up-date facilities. A knowledge of welfare benefits and an understanding of the potential of new technology applications are essential.

£11,325-£13,065 inc. Ref: CC6533.

### Data Base Administrator

The project makes extensive use of an electronic business communication system for information storage and letter report production. A person with a broad knowledge of computing systems is now needed to oversee operations and train project staff. Good communication skills are prerequisite.

£11,325-£13,065 inc. Ref: CC6534.

### Research & Information Officer

It is vitally important for the project to have knowledge of all available data on welfare benefits issues in planning its work. This post involves collating this information and assembling, organising and maintaining a library of reference material on welfare benefits law and practice, and assisting in the research of associated issues for policy development. An understanding of the Social Security System and the ability to extract and summarise complex information is essential.

£9,255-£11,325 inc. Ref: CC6535.

### PA to Management Team

Good audio typing skills are needed for this post which provides full secretarial administrative support to the Management Team of three. Experience of new technology and the ability to establish your own work priorities are essential.

£6,927-£9,255 inc. Ref: CC6536.

Write to CCS Staff Section, Room 6/11 or tel: 01-631 4009.

Application forms must be returned by 28 June 85.

To obtain your form write to the appropriate Staff Section, quoting the ref. and room number on the envelope, to: GLC, The County Hall, London SE1 7PB. Or telephone the number given.

# GLC

Working for London

## ADMINISTRATIVE AND PERSONNEL OFFICER



The Association of Professional Executive Clerical and Computer Staff is a staff union with 95,000 members. The Union represents all grades of staff from clerks to managers. It has members in both public and private sectors. The majority of the membership is concentrated in engineering and allied sectors of industry.

Applications are invited for an Administrative and Personnel Officer. He or she will be responsible for the maintenance of a membership records system including computerisation and for all administrative matters relating to the management of premises, equipment and materials. He or she will oversee postal, telephone and print services. The job entails a prime responsibility for general personnel matters.

Applicants should have experience at this level of management and demonstrate the ability to work with computer consultants in the introduction of computerised systems.

Candidates must possess strong inter-personal skills and be able to operate effectively as a corporate team member.

The possession of a degree or an equivalent qualification is not deemed essential providing a record of significant personal professional achievement is evident. Salary will range from £11,430 rising to £12,830. New rates will be negotiable from July. There are other tangible benefits.

Further information and application form may be obtained from: R. A. Grantham, General Secretary, APEX, 22 Worpole Road, London SW19 4DF.

## SUPERB OPPORTUNITIES IN RECREATION MANAGEMENT

Broxbourne is pursuing an active policy of providing excellent new leisure facilities. A high quality indoor swimming pool has recently opened and plans are in hand for the addition of a 'discovery' level sports centre. These will supplement the wide range of existing facilities which include two important entertainment centres, an arts centre, a museum and a municipal golf course.

These are superb opportunities for people wishing to develop a career in recreation management in a progressive leisure environment. Ideally suited to a graduate or similar people, we are seeking applicants with ability, enthusiasm and initiative to fill these posts.

### MARKETING AND PUBLICITY OFFICER

— Salary up to £9,396 p.a.

We are looking for a lively imaginative marketing officer to provide a comprehensive service on all aspects of marketing, promotion, and advertising. Important qualities are commitment, enthusiasm, and flexibility of mind, and applicants should note that a substantial degree of work at unsocial hours would be required.

### RECREATION AND AMENITIES ASSISTANT

— Salary up to £8,544 p.a.

This post provides a support service to the Recreation and Amenities Officer responsible for the operation and development of a wide range of sport and recreation facilities.

The post will involve:

- Management responsibility for specific recreation functions.
- Development of new facilities and services.
- Research and report writing.
- Relief duty management at recreation centres.

Assistance with training, removal expenses and housing are available with these posts.

Contact: The Personnel and Management Services Officer, Manor House, Turners Hill, Chestnut, Herts, EN8 5LE. (Tel: 0992 27933) for an application form and further details to be returned before 27th June, 1985.

## BOROUGH OF BROXBOURNE

## LEWISHAM AND NORTH SOUTHWARK HEALTH AUTHORITY

### ADMINISTRATOR COMMUNITY MENTAL HANDICAP TEAM

Salary £8,211-£10,515 inc.

Working with a multi-professional team providing a community-based service for mentally handicapped people in Lewisham.

As well as previous administrative experience, preferably in the NHS, you will have organisational skills, the ability to influence and communicate with all types of people and a commitment to promoting the interests of mentally handicapped people and to ensuring that a co-ordinated service that is well planned and easily obtainable is provided.

For further information and an informal discussion please contact Mrs I. Craig, Hospital Administrator, Green Park Hospital, on 01-857 1181.

Application form and job description available from: The Personnel Department, LEWISHAM HOSPITAL, South Wing Nurses' Home, High Street, Lewisham, SE13 6JH. Tel: 01-850 4311.

Closing date for completed applications: 28th June, 1985.

## MIND

COPELAND MIND  
TRANQUILLISER  
WITHDRAWAL SCHEME

### FIELDWORKERS (2)

REQUIRED FOR A YEAR DMS  
FUNDING SCHEME

Responsible to Project Organiser who will include counselling, support, management, research, record keeping etc.

Relevant experience / qualifications an advantage.

Salary £2200.

Informal enquiries, job and project description from: Michael White, Copeland NHS, 55A, Duke Street, Whitehouse, Cambs CB24 7JG. Tel: (0248) 67296.

Applications by letter with CV and two photos, to: 22th June 1985.

## CARING COUPLE

Needed for Social Club for people recovering from Mental Illness (non-residential). Free centrally-heated furnished flat and salaries in return for services as project leaders. Job offers excellent experience for those beginning a career in social work.

Details from Mrs. Croft, MIND in Croxford, 25 Pampford Road, Purley, Surrey.

## WOLVERHAMPTON BOROUGH COUNCIL SOCIAL SERVICES DEPARTMENT

### SENIOR SOCIAL WORKERS (2 POSTS)

Salary SOBPOA £10,404 — £16,716 — £11,582

#### POST 1 WEST AREA

Serving a population of 80,000 the West Area is the largest of five within the Borough. It is both multi cultural and widely mixed, ranging from inner city to outer suburbs. Whilst serving a good range of work, the predominant client group is the elderly and positive emphasis is placed on work within this group.

As a Senior Social Worker, with at least 4 years post-qualification experience, you will hold responsibility for the supervision and management of an established team of 8. You will be expected to maintain the tradition of providing a high level of professional practice and support the projects that the team has developed.

As a member of the Area Management Team, you must be committed to a participative style of management and an integrated approach to residential and day care colleagues. In combination with other agencies and groups within the area, the need to work closely with ethnic minorities and initiate and develop the service is essential.

For informal discussion and further information contact Tony Regan, Area Officer on Wolverhampton 25621.

#### POST 2 NORTH AREA SENIOR SOCIAL WORKER

Required to lead a team of 7 social work staff. The geographical area covered by the post is immediately adjacent to the Area Office, and the successful candidate will be expected to assist in maintaining high professional standards, to foster links between the team and the local community, and to contribute to the management of the Area Team.

Applicants must be qualified social workers, with at least 4 years post qualification experience.

For informal discussion regarding this post, please contact Bernard Gillespie on Wolverhampton 737416.

The Department has recently produced a 5 year plan for the development of client services and is looking at an alternative management structure to provide a more decentralised and integrated service which would change the nature of these posts at some future date.

Application forms and job descriptions for both posts from the Director of Social Services, Civic Centre, St Peter's Square, Wolverhampton.

Closing date 24th June 1985.

Wolverhampton Council welcomes applications from all sections of the community irrespective of an individual's sex, ethnic origin or colour and from people with disabilities who have the necessary attributes to do the job.

## WOLVERHAMPTON the pace setter

## BATHGATE AREA INITIATIVES TEAM

### DIRECTOR

Salary £11,807

Recently established by West Lothian Council of Social Services on behalf of West Lothian's non-statutory organisations, BAIT is seeking an experienced and energetic Director to head a team of specialists who will seek to develop a range of support activities and services, which will enable the District's voluntary and community groups to react, improve their services, and develop their functions, particularly in response to high levels of unemployment and structural decline.

Project development will initially be in and around:

- Information and research services;
- Training, management and staff development services;
- Resources procurement.

Funding from public and private sectors, and the participation of voluntary groups will be vital to the success of the organisation.

The post of Director offers a real opportunity to a person with sound and proven management skills, an understanding and experience of the needs, demands of the voluntary sector and of the potential for interface with the business sector.

Applicants in writing with cv and names and addresses of two referees, should be made to: The Secretary, Bathgate Area Initiatives Team, 2 Hopepark Lane, Bathgate, West Lothian, by 28th June, 1985. Informal enquiries should be addressed to: Alison Hosack, Organiser, West Lothian Council of Social Services, Tel. Bathgate 634115. Initially funded through the Urban Aid Programme for four years.

## FIELD OFFICER SRI LANKA

HelpAge Sri Lanka is about to become a full independent member of the umbrella federation HelpAge International. The Field Officer will work closely with a National Director Designate, who will take over the position at the completion of the Field Officer's contract. The work involves overseeing the administration of the office in Colombo, administering and guiding a team of fund raisers, and overseeing and developing the community projects support programme.

Experience required preferably including knowledge and experience of Sri Lanka and Sinhalese, the local welfare service, and administration and staff supervision.

Salary circa £8000 + local expenses. One year contract, possibly renewable.

Please send full CV for further details to: Chris Griffin, HelpAge, St. James's Walk, London EC1R 0BE

## Leicestershire SOCIAL SERVICES

### PROJECT OFFICER (ETHNIC MINORITY SUPPORT SERVICES)

Domestic Branch, County Hall, Glenfield, Leicester.

Salary: £565, within £7,284 — £8,114 per annum.

Leicestershire Social Services Department is committed to developing support systems to meet the needs of elderly people from a wide range of the communities which make up the population of the Authority.

To continue the progress already made we are looking for applicants to become part of a centrally based team located at County Hall, which is responsible for overall planning, co-ordination, initiation and monitoring support services such as Home Help, Meals on Wheels and Lunch Clubs. The postholder will be involved with a wide range of Departmental staff, voluntary organisations and members of the public.

Previous experience of working with the elderly as well as knowledge of nutritional needs would be an advantage.

Essential requirements include education to at least 'A' level or equivalent, the ability to write reports and carry out statistical work, and a knowledge of the cultures and languages of Asian and/or Afro-Caribbean elders.

Essential Car User Allowance with car loan facilities. Applicants must hold a current driving licence.

This is a Section II post which is subject to review in March 1987.

Advertisement reference number 01/138.

In approved circumstances relaxation of up to £2,001 are payable, further details on request.

Application forms, job descriptions and further details from the Director of Social Services, Personnel Section, County Hall, Glenfield, Leicester. Telephone Leicester (0533) 871313, ext. 293.

Closing date: 28th June 1985.

## COMMONWEALTH WAR GRAVES COMMISSION ADMINISTRATIVE APPOINTMENTS

The Commonwealth War Graves Commission invites applications for vacancies on its administrative staff. Preferred age range 21-30 years. Applicants should ideally be graduates with administrative experience. A good knowledge of a modern European or Arabic language would be an advantage.

The Commission's activities are world wide and cover the fields of horticultural and structural maintenance, political affairs, information services, personnel and finance.

Successful candidates will be appointed in the grade of Executive Officer, salary scale within the range £5,305-£8,917 per annum. There are good promotion prospects. After initial training at the Commission's Head Office in Maidenhead, successful candidates will probably be required to serve overseas for a time.

Superannuable employment with superannuation transfer facilities.

Minimum holidays four weeks and four days plus public and special holidays.

Application forms and further details from: Appointments Officer, Commonwealth War Graves Commission, 2 Windsor Road, Maidenhead, Berkshire SL6 7DX or Tel. Maidenhead 06222, ext. 345.

Closing date for receipt of completed applications: 28th June, 1985.

THE COMMISSION IS AN EQUAL OPPORTUNITIES EMPLOYER.

If you can do it, why not teach it? There are lots of jobs in

universities, polys, schools, and colleges in Education

Guardian every Tuesday. You could learn something from it.

YOU CAN FIND IT IN THE  
GUARDIAN

## Rehousing Officer

(Ref: H101)

Part-Time Opportunity

17½ Hours Per Week.

Housing Allocation.

£4,385 — £5,181 inc. per annum

The Housing Directorate of the London Borough of Lambeth has to tackle a number of complex housing problems as well as those other issues facing a multi-racial inner city community. This is why we have committed to a programme of development of the Housing Management Services and are at present opening a network of Neighbourhood Housing Offices in addition to the five District Offices already in existence.

The Rehousing Sections which are currently based at the District Offices exist to ensure that Council dwellings are allocated fairly and in accordance with legislation and policy. Much of your time would be spent interviewing tenants in addition to monitoring vacant and squatted dwellings, and compiling and presenting a variety of statistical returns. Ideally, you will have had relevant experience of working in a busy public housing department, preferably within a multi-racial community. It is vital however that you will display a sound understanding of the issues surrounding housing allocations. In particular how the Council's Race Relations and Equal Opportunities Policy will affect the work. A sympathetic and flexible approach is essential to deal effectively with both tenants and the public. Ability to monitor a variety of work as well as good administration, organisational and communication skills are essential.

Benefits include over five weeks annual leave and a season ticket loan.

This position is offered under the Council's Job Share Scheme.

Applications can be obtained from the Personnel Department, Directorate of Housing & Property Services, Hambrook House, Porden Road, Brixton Hill, London SW2. Tel. No. 01-274 7722 Ext. 2053.

As part of Lambeth's Equal Opportunities Policy, applications are welcome from people regardless of race, creed, nationality, disability, age, sex, sexual orientation, or responsibility for children or dependants

## LAMBETH SERVICES WELL WORTH DEFENDING

## HOLLOWAY YOUTH WORKSHOP

An established Youth Training scheme needs an

### OFFICE SKILLS SUPERVISOR

The Workshop teaches traditional trade skills to young people, particularly those from the ethnic minorities. Experience needed in all areas of office admin, shorthand typing, modern office systems and dealing with young people from the ethnic minorities.

Experience in training, instructing and supervising is essential.

Salary £8772.

Apply to Steve Bernard.

For application form etc, tel: 01-609 6083.

## The Factory wishes to appoint a BUILDING AND RESOURCES WORKER

To have general responsibility for the maintenance of the building and equipment, including printing resources and for supervising and co-ordinating cleaning and caretaker staff. Practical experience and knowledge of community organisations essential.

Salary £7,488 p.a. The post is GLC funded until April 1986. The Factory is an independent community project and youth centre in Newington Green on the border of Islington and Hackney. We are a multi-racial centre committed to serving all members of the community. Applications are welcome from women and men irrespective of race or sexual orientation.

Full details and application form (with s.a.e.) from:

## THE FACTORY

187 Mathison Road, LONDON N16. Tel 01-441 1539. Returnable by Friday 28th June.

## COMMUNITY DEVELOPMENT WORKER

required by

EAST DULWICH ESTATE TENANT'S ASSOCIATION

To develop new activities and support existing groups, revolving around issues concerning women, children and the elderly. Relevant experience essential. Scale £ 52,725 including L.W. Urban aid funded until March 1986; 35 hours per week.

Applications and details from: Peterworth House, Pishley Road, East Dulwich Estate, London SE22. Telephone: 01-274 0762/4044. Closing date: 28th June, 1985.



**GARNETT COLLEGE • EDUCATION AND TRAINING FOR FURTHER EDUCATION**

## Don't keep it to yourself

We need your knowledge and experience

With sound practical experience and the necessary qualifications—degree, diploma, professional qualifications, HND, HNC, FTC, etc., depending upon your specialisation—you can train as a lecturer in Further and Higher Education. A one-year grant-aided course will prepare you to teach in one of the following fields:

Catering & Allied Subjects • Business Studies (Professional and Secretarial) • Construction • Engineering • Fashion Subjects • Physics, Chemistry & Mathematics • Vocational Preparation

Applications are welcomed from all suitably qualified persons including those from minority or disadvantaged groups.

For further details either phone or send the coupon to the following address:-

Garnett College, Downshire House, Roehampton Lane, LONDON SW15 4HR. Tel: 01-789 6533.

Please send further details and an application form for a one-year course to train as a lecturer. I enclose a stamped addressed reply envelope.

My subject specialisation is:

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

## THE RAINER FOUNDATION

### ASSISTANT DIRECTOR

#### HOUSING/RESIDENTIAL SERVICES

(Temporary appointment from 1st August, 1985, to 31st July, 1986)

Due to maternity leave a vacancy has arisen for this senior management post in a flourishing national voluntary organisation. The successful applicant will join the Head Office Team at Blackheath comprising Director, 3 (2 other) Assistant Directors, Director of Appeals and Financial Secretary, for up to one year. Rainer provides a range of services for young people (14-21 years) "at risk", and this post will hold responsibility for the support, supervision and management of 5 projects (including some development work).

Four of these projects offer supported accommodation (non-residential) to young people who are homeless/about to leave care, and have developed as "special projects" working closely with different housing associations.

We have one residential care project in Friar Barnet, an independence training unit for 12 young women, all about to leave care—Newham House is noted for its progressive style of working and the resettlement service it provides for its residents.

Applicants must have housing/management experience and knowledge of all kinds, housing finance, budget preparation and experience of negotiating with various funding authorities. Experience of residential work useful. This is a challenging post and we are looking for a person who can work flexibly and creatively to offer each project the appropriate form of management support, and who will be able to consolidate the work of the housing projects, in particular to secure the financial base of some of the projects. Knowledge of voluntary organisations an advantage. Two of the projects work exclusively with young women and all of them are multi-racial. A commitment to anti-racist and non-sexist ways of working essential.

Although some management experience is an advantage this would be an excellent promotion for someone wishing to develop management skills, who has the necessary potential, level of commitment, and experience.

Salary Point 42 (£12,961) to Point 44 (£13,688) plus O/LWA (£267).

Holidays: 27 days plus public holidays.

Apply to: Richard Key (Director), THE RAINER FOUNDATION  
19A Blackheath Hill, London SE10 8TJ

Closing date: 5th July, 1985.

The Rainer Foundation is an Equal Opportunities Employer

## DOWNLAND HOUSING SOCIETY

### CHICHESTER, WEST SUSSEX

## CHIEF ACCOUNTANT (DESIGNATE)

We require an Accountant, with suitable experience, to work alongside the Chief Accountant and take over in October 1986. Candidates must be members of one of the recognised professional bodies. Knowledge of Housing Associations an advantage but not essential. Emphasis will be placed on proven capability, good accounting background, modern accounting techniques including computerisation. Must have personality to Management team, responsible to Director and Management Committee.

Age range late 20s—early 40s; commencing salary based on experience; not less than £12,500 p.a. Successful applicant will work in modern offices in city of Chichester. Assistance with removal costs considered.

Downland is a registered Housing Association which has enjoyed continuous growth over some 20 years, managing approximately 2,400 properties in S.E. England and thus able to offer progressive future to the right person.

Please write with full CV to:

The Director  
Downland Housing Society Limited  
1 Little London, Chichester  
West Sussex PO19 1PH

## ALCOHOLISM COUNSELLORS

### MANCHESTER

Private alcoholism treatment clinics with multiple locations have vacancies for qualified counsellors. Must have counselling and public speaking skills, be abstinence-orientated, and be able to work under medical supervision. Persons with relevant life experience also encouraged to apply.

Write with c.v. and desired salary:

MAJOR CLINICS  
Box No. 102  
The Guardian,  
164 Desborough,  
Manchester M60 2RR.

## VOLUNTARY ACTION CAMDEN

### CAMDEN VENTURES

## PROJECT WORKER

(Ref CV12)

Voluntary Action Camden is an equal opportunities employer and we welcome applications from men and women from all sections of the community.

We now have a vacancy for a Project Worker within Camden Ventures—a forward looking youth unemployment scheme based in Camden Town, NW1. The scheme is involved in arranging a wide range of placements for trainees in the community and in running an Office Skills Workshop.

Applications from Camden Hall, VAC, 2521 Tottenham Place, London NW1H 8SE (01-516 2071)—quoting Ref CV12. Salary Scale V/A (£7,250-£9,210 inc). Closing date: Friday, June 28th, 1985.

## GREATER LONDON ASSOCIATION OF COMMUNITY HEALTH COUNCILS

## DEVELOPMENT AND LIAISON WORKER

STARTING SALARY £11,903 (inc London Weighting)

The Association is seeking a dynamic worker with energy, drive and commitment who can liaise with London CHCs and act as a resource for their development.

This challenging three year project, aims to raise the level of public debate on behalf of NHS consumers in London and increase the influence of their voice in the planning and development of services.

The successful candidate must have a sound working knowledge of the NHS and the role of CHCs. Experience of consumer groups, publicity, statutory or voluntary organisations, is important.

The project is based in North London, already has funding guaranteed for two years.

The worker will be expected to liaise with the Research Team.

Application form and further details from: Graham Gilvan, 11a Upton Road, Bexley Heath DA6 8LQ. Tel: 01-301 0820, to be returned by July 2nd.

GLAHC is an equal opportunities employer.

## MIND

### NATIONAL ASSOCIATION FOR MENTAL HEALTH

## APPEALS ORGANISER

### FOR GENERAL FUNDRAISING EVENTS

Salary £7,978 to £10,163 per annum (Inclusive of London Weighting) plus car

The successful applicant will be hardworking, have plenty of imagination and an outgoing personality. He/she will have had good experience in some of the following areas: fundraising, organising major events, sponsorship, commercial promotion and PR.

MIND has an interest in representing ALL mentally ill people and consequently seeks positively to encourage applicants equally regardless of race, sex, sexual orientation, age or disability. Job offers welcome. Generous holidays, superannuation; LVA.

Job description and application form from: General Secretary (A), MIND (NHS), 22 Harley Street, London W1N 2ED. Tel: 01-585 3331. Closing date for applications: 28.06.85.

## Riverside Health Authority

### PA/SECRETARY TO DIRECTOR OF NURSING SERVICES

This is a challenging job involving the management of the Unit's nursing services. The pace is fast and the Director requires someone who is on the ball and capable of holding the fort.

Good shorthand typing skills required. We can offer secure and social status as well as a social club.

Salary £5,331 plus £7,000 p.a. inclusive plus proficiency allowances payable for certain professional certificates.

Further details available from: Joan Entwistle, Parsons Green Office, 27-29, Parsons Green, London SW6 6JL. Tel: 01-736 3333, ext. 2901.

Closing date: June 26, 1985.

## Newham Rights Centre

### HOUSING COMMUNITY WORKER

A Community Law Centre in the East End of London requires a

Job description and application form from: Newham Rights Centre, 100, Newham Road, 100, Newham Road, London E1 1AA. Tel: 01-585 3331. Closing date for applications: 28.06.85.

## WORKING FOR LONDON

### Transport Section Head

The GLC is an equal opportunities employer. We invite applications from women and men from all sections of the community, irrespective of their ethnic origin, colour, sexual orientation or disability, who have the necessary attributes to do the job.

Job sharing arrangements are open to all applicants.

There are two key areas of responsibility attached to this post: developing the Council's role in the provision and support of transport services for people with disabilities and providing policy and technical advice on air and river transport issues.

Experience in the planning and development of transport systems for people with disabilities is essential, with a degree professional qualification in a relevant discipline. Strong analytical, presentation and staff management abilities are essential.

£14,781-£16,545 inc. Ref: TD6475.

Write to TD Staff Section, Room 454B or tel: 01-633 7791.

### Transport Planner

To undertake the analysis of major surveys of travel behaviour and travellers' preferences and to present them both graphically and in written reports.

A sound background in analysing data and interpreting results, with some experience in survey design, is required, backed by a degree in mathematics, statistics or other relevant discipline.

£11,325-£13,065 inc. Ref: TD6476.

Write to TD Staff Section, Room 454B or tel: 01-633 7791.

### Deputy Administrative Officer

To provide a lead in administrative, financial, personnel, accommodation and housekeeping matters for the Legal Branch, and, where required, for the whole legal services.

This requires a flexible and sensitive approach, coupled with strong problem-solving ability and sound knowledge of government departments. Experience should include preparing annual estimates and financial returns, drafting reports and team management.

£13,065-£14,781 inc. Ref: DG6551.

Write to DG Staff Section, Room 203 or tel: 01-633 2390.

### Development Planner

To assess grant applications from local groups and voluntary planning bodies, made under the Council's Community Areas Policy.

Applicants should be qualified planners, architects, valuers, surveyors or similar, with report-writing ability and proven experience in managing projects and dealing with members of the public and outside organisations.

£9,255-£11,325 inc. Ref: TD6499.

Write to TD Staff Section, Room 454B or tel: 01-633 7791.

### Deputy Head of Staff Section

#### Central Computer Service

To provide day-to-day direction of the section providing a full personnel service to some 465 ALTEC staff. Work is organised into 3 teams, dealing with recruitment, pay and conditions and accommodation/office service matters.

Good staff management skills and the capacity to organise and prioritise a substantial workload are needed together with a knowledge of employment legislation and local authority conditions of service and an interest in the application of new technology.

£11,325-£13,065 inc. Ref: CCS6497.

Write to CCS Staff Section, Room 693 or tel: 01-633 6089.

### Committee Clerks & Assistants

To clerk or assist in the clerking and servicing of one or more of the Council's Committees or subsidiary bodies. The broad range of committee service work is varied, from organising and attending meetings, to preparation of agendas, minutes, decision sheets and reports to linking with Council Members, officers and the public.

Experience of working under pressure is essential together with drafting skills, tact, initiative and a co-operative approach. Appointments are at four levels: experience/knowledge of local government committee work or related procedures and proven management/supervisory skills are essential for the more senior posts.

Committee Clerk £11,325-£13,065 inc. Ref: 6565.

Assistant Committee Clerk £9,255-£11,325 inc. Ref: 6566.

Senior Committee Assistant £6,927-£9,255 inc. Ref: 6567.

Committee Assistant £4,919-£6,927 inc. Ref: 6568.

Write to DG Staff Section, Room 203 or tel: 01-633 2390.

### Finance Team Leader

#### Central Computer Service

This is an opportunity for someone who is numerate and capable of quickly learning computerised accounting systems to develop skills in new technology within the Finance Section of the Council's major computing organisation.

The section provides a payments, budget, monitoring and costing service to the department and prepares invoices for the users via facilities. The Team Leader will contribute to all areas of the work of this busy office. From preparing invoices to maintaining financial records.

£6,927-£9,255 inc. Ref: CCS6577.

Write to CCS Staff Section, Room 693 or tel: 01-633 6089.

### Personnel Assistant

#### Central Computer Service

This post is responsible for all day-to-day matters in respect of recruitment, non-taxable expenses and payment of a small group of temporary weekly paid staff.

Applicants should have an understanding of personnel issues, the ability to organise and prioritise a varied workload and good communication skills.

£6,927-£9,255 inc. Ref: CCS6498.

Write to CCS Staff Section, Room 693 or tel: 01-633 6089.

## GLC

### Working for London

## CHIEF EXECUTIVE

### \$20,190 - \$21,762 per annum

#### (Re-advertisement)

The Council administers the District services in the areas comprising the former Clydebank Burgh and villages of Old Kilpatrick, Dunlocher and Hardgate, and has a positive commitment in the provision of high quality services to a population of approximately 52,000.

Following the refusal on health grounds of the former Chief Executive, the Council invites applications for the post from candidates with extensive managerial ability to play a major part in the further development of the services. The person appointed will be the Council's Chief Executive on matters of general policy, with leadership of a Management Team, and responsibility for overall co-ordination and implementation of the policies of the District Council. For this, extensive local authority experience, or experience in a related field is essential, coupled with managerial experience at a senior level. A thorough understanding of modern managerial techniques, together with an appreciation of the issues and challenges facing Local Government is desirable.

An enviable working environment is offered where management is by motivation and in return, excellent conditions of employment and re-location assistance is available where applicable.

Applications with C.V. stating age, qualifications, experience and names of two referees must be lodged by 21st June, 1985 marked private and confidential for the Interim Chief Executive, Mr. J. Golding, District Council Offices, Clydebank G81 1TG. (041-941 1331) from whom both job description and further details can be obtained.

Convancing directly or indirectly will lead to disqualification.

## Clydebank District Council

### Team Leader

#### West Dorset Area Centre

##### Salary up to £11,562

We are looking for a professionally qualified Social Worker with at least three years post-qualification experience to manage a team of social workers and mentally handicapped people in the Dorchester area.

We will provide the professional support to enable you to meet the challenges, together with opportunities for your professional personal development.

A full valid driving licence is essential and car loan scheme is in operation. Relocation expenses payable in approved cases. Temporary accommodation may be available. Salary according to qualifications and experience.

For informal discussion, please telephone Mr. G. Hughes, Area Director, on Dorchester 67071.

Application form, returnable by June 28th, 1985, and further details from Director of Social Services, County Hall, Dorchester, DT1 1JL.

Please quote Reference R1080X.

## BRENTFORD AND CHISWICK CITIZENS ADVICE BUREAU

## Temporary Part-time Deputy Organiser

Salary £8,772 to £9,510 pro rata

Required to work two days a week in this busy London bureau situated in Chiswick.

Ideally applicants should have experience of working with a large team of volunteers. Advice work experience essential, CAB training preferred.

This post is temporary to cover a maternity leave vacancy. Closing date: June 28, 1985.

For application form and further details please write to: Sharon Scoble, GLCARS, 31 Wellington Street, London WC2E 7QH.

As an Equal Opportunities employer, GLCARS wishes to encourage positively all applicants regardless of disability, race, sex, or creed.

Citizens Advice Bureau

## Social Services Department

### Wyre Forest Area Office

## Social Worker

Required to join existing generic team covering the West of Kidderminster. This vacancy occurs at a time when there are developments taking place in the area towards more locally based services.

Applicants must be qualified and preferably have experience or interest in the development of neighbourhood/community based social work.

Salary level 2 or level 3. Applicants for level 3 must satisfy County Panel requirements.

For further details telephone Teresa O'Neill, Team Leader, Kidderminster 86531, extension 245. Application forms from Social Services Department, Health Centre, Browngrove Street, Kidderminster. Closing date: June 28, 1985.

## Hereford and Worcester County Council

## WILTSHIRE SOCIAL SERVICES

## ASSISTANT AREA DIRECTOR

### (TEAM SERVICES)

#### WESTERN WILTSHIRE AREA

##### Salary £13,326-£14,358 per annum

Western Wiltshire covers a population of approximately 210,000 within an urban and rural area of ten towns.

The postholder is responsible for six Community Generic Teams, a Child and Family Guidance Team and two Hospital Teams—the Area providing the social work service to the Bath District Health Authority.

The postholder has a key role in policy formulation, its implementation and service planning, including joint planning with other agencies, especially the Health District.

Applicants must be car drivers—car user allowance payable. Disturbance allowance of up to £1,155 plus actual cost of removal, in approved cases.

For informal discussion please contact Mr. Noel Pizzey, Area Director—(Trowbridge 3641, extension 3700). Application forms and further details, quoting 85/282, from Director of Social Services, County Hall, Trowbridge, Wiltshire, (Trowbridge 3641, extension 2972), returnable by June 28, 1985.

## Wiltshire

### Team Leader

#### West Dorset Area Centre

##### Salary up to £11,562

We are looking for a professionally qualified Social Worker with at least three years post-qualification experience to manage a team of social workers and mentally handicapped people in the Dorchester area.

We will provide the professional support to enable you to meet the challenges, together with opportunities for your professional personal development.

A full valid driving licence is essential and car loan scheme is in operation. Relocation expenses payable in approved cases. Temporary accommodation may be available. Salary according to qualifications and experience.

For informal discussion, please telephone Mr. G. Hughes, Area Director, on Dorchester 67071.

Application form, returnable by June 28th, 1985, and further details from Director of Social Services, County Hall, Dorchester, DT1 1JL.

Please quote Reference R1080X.

## NORTHERN REGION CO-OPERATIVES DEVELOPMENT ASSOCIATION LTD

### CO-OPERATIVE DEVELOPMENT WORKER IN GATESHEAD

Appointment of

NRCD promotes and assists the establishment of worker and community co-ops in Tyne & Wear and Northumberland.

We are now looking for an energetic and committed person to join our team and build on our success. The job involves giving practical advice including marketing, financial and organisational advice to new and existing worker and community co-ops. As well as liaison with statutory bodies, the person appointed will be expected to assist in training and promotional programmes. Commitment to and experience of this expanding economic sector will be considered more important than formal qualifications, although those recently qualified are encouraged to apply.

The salary is £11,026 p.a., subject to annual review and contract. NRCD is an equal opportunities employer. We welcome your application which will be considered on merit, irrespective of race, sex, marital status or any disability you may have.

For further details, application form and a job description contact: Vicky Holmes, NRCD, Bolton House, Westgate Road, Newcastle upon Tyne NE1 1SE. Tel: Newcastle (0632) 810140.

Closing date—Friday 28th June 1985.

## GREENWICH HOMEWORKERS PROJECT

### INFORMATION WORKER

Anti-Racist, community education essential.

Applications from women regardless of race, creed or religion are invited. (Section 3.16 of Sex Discrimination Act applies).

FULL TIME OR JOB-SHARE. SALARY £10,134 (inc. London Weighting).

Details: 01-854 8072.

Closing date: 28th June, 1985.

## Leicester City Council

As part of the City Council's commitment to Equal Opportunities Policy, applications are welcome from people regardless of marital status, sex, race, disability, or sexual orientation.

## Chief Executive's Employment and Economic Development Unit

### 3 Development Officers

#### Salary: £8,477 - £10,107

The City Council is committed to developing the local economy, to creating and preserving employment opportunities, and to improving access to work and other benefits for local people. Nearly one quarter of local residents are of Asian or Afro-Caribbean origin.

Post 1 - Within the Economic Analysis Section. To assist in the review of the City Council's economic policies and in the development of a Leicester economic Strategy. To support research projects and other initiatives by the Council to improve the understanding of the local economy, and to advise on action in this sphere.

To establish contact with local employers, workers and unemployed, to develop consultative machinery to help the Council and to liaise with officers in other departments to help the Council co-ordinate its response to the needs of the local economy. The successful candidate will be expected to have had research experience of economic issues, or to have worked with trade unionists or employers' organisations and to be a graduate in an appropriate discipline (e.g. economics, planning or statistics, or other).

Post 2 - Within the Distribution Team. To provide support and advice to projects and other initiatives funded by the Council.

To assist in the development, co-ordination and implementation of employment and training policies.

To undertake liaison and joint working with other departments and outside bodies to improve the distribution of income and benefits to the disadvantaged.

Post 3 - Within the Social Enterprise Team. To provide support and advice to community projects grant aided by the Council.

To assist in the development, co-ordination and implementation of the Council's programme of positive support for co-operatives.

To formulate the Council's strategy for municipal and community enterprises, and to promote the development of community businesses.

Candidates for Posts 2 and 3 should have experience in one or more of the following areas - working with voluntary groups; Ethnic Minority and Women's groups; employment/training initiatives; co-operative development; policy formulation. Local authority experience is desirable but not essential.

Candidates should indicate which post they are applying for. The Chair of the Employment and Training Policy Committee, Councillor, Brian Davis, is very keen to encourage applications from members of ethnic minority groups and women.

Application form (returnable by 28th June)

## Housing

### Area Housing Manager

#### (Management Branch)

##### Salary: £11,562 - £12,961

Leicester has a fully comprehensive Housing Department which manages its stock of 36,000 dwellings from 8 Housing Offices each headed by an Area Housing Manager responsible for most of the normal estate management functions.

A vacancy has arisen for an Area Housing Manager in the Sutton Area and offers an opportunity to work with an enthusiastic team in an innovative and progressive Authority.

Applications are invited from people who are sensitive to the special housing needs of a multi-racial City, who believe in promoting a friendly, caring and personal local housing service for tenants and can demonstrate their ability to motivate staff to achieve this.

The responsibilities of the post require broad experience in Housing Department functions. In particular, experience in the area of public landlord/tenant relationship is essential, as is the ability to relate at senior level with Members of the Council. Tenants' Association and other interested groups. The postholder will be required to contribute positive policy recommendations concerning the functions controlled. Previous supervisory responsibility at senior level is essential and a Housing Management qualification is desirable. The nature of the post requires some work to be undertaken out of normal hours. This is a re-advertisement: previous applicants need not re-apply. Assistance with relocation expenses up to a maximum of £2076 and temporary housing accommodation are available in approved cases.

Application form (returnable by 28th June 1985) and further details from Director of Personnel & Management Services, "B" Block, New Walk Centre, Welford Place, Leicester LE1 6ZG. Telephone 546522 ext. 704.

...your city council working for you...

## CARDIFF CYRENIANS

are seeking an

## AGENCY ADMINISTRATOR

to join an equal pay (SO1), equal responsibility team of five workers.

The successful candidate will have the knowledge and experience needed to provide a full administrative service for the agency and its Committee of Management, combined with an ability to maintain an objective overview of the work and growth of an inner city charity working with the single homeless.

Previous experience of working in voluntary organisations important. Qualifications desirable but not necessary. Knowledge of computer programming would be an advantage.

Send a stamped addressed envelope for job description and application form to:

Philip Morgan  
CARDIFF CYRENIANS  
35 Trevelian Terrace  
Cardiff

Closing date: 28th June, 1985.

## READING UNIVERSITY STUDENTS' UNION

### UNION MANAGER

WHO WILL WORK WITH AND LIAISE BETWEEN THE EXECUTIVE AND STAFF OF THE STUDENTS' UNION?

Higher experience will be used to ensure the efficient management and operation of the Union and to research and suggest changes and developments beneficial to RUSU.

There are 54 full-time and part-time staff employed in shops, bars, catering, travel, welfare, administration, accounts, and portering cleaning.

Six Heads of Departments and five other members of staff report directly to the Union Manager.

Annual turnover is in excess of £1.5m and the building is in constant use 18 hours a day, seven days a week.

Applicants should have either previous managerial experience in a student union environment or proven experience in the management of a multi-functional organisation similar to that described above.

Essential. Salary will be dependent on academic and professional qualifications and experience, but would not be less than £13,000 p.a.

For a detailed job description and application form telephone: JENNY O'LEARY on Reading (0734) 60222, ext. 205.

Closing date for completed application forms: Monday, 24th June, 1985.

Previous applicants need not apply.

## CRESCENT COMMUNITY CENTRE

### 45 ASHDOWN CRESCENT, LONDON NWS

## CENTRE ORGANISER

#### Scale 6 £9,780 p.a.

Temporary vacancy until May (start August)

## ASSISTANT ORGANISER

#### Half-time. Scale 5 £4,388 p.a.

Mainly work with young people

Closing date: June 28th

Details and forms: Ruth, on 01-485 7886



# PUBLIC APPOINTMENTS

## District Comprehensive Housing Officer

Grade PO7 £17,658-£18,708

The South Hackney District has Area Bases through which an increasing range of Housing Services are being delivered locally.

South Hackney consists of high density Council estates and private sector and Housing Association tenanted housing. Hackney, generally, has a wide range of black and ethnic minorities and you will need to work actively to promote the development of appropriate services and equality of access to them.

We need someone with vision, energy, enthusiasm and stamina to carry on the process of developing effective and responsive local services, despite the many frustrations of working in inner city local government in the current climate.

You will be responsible for and report to your District Housing Committee on a wide range of functions including: Estate Management of some 7,000 Council properties; Extensive Capital Programmes, including modernisation projects; Close liaison with the Direct Labour Maintenance Organisations; Direct responsibility for more than 100 officers and manual staff and liaison with many more and co-ordination of Council services towards private sector housing.

In addition, you will be part of the Directorate Management Team and have special responsibility for Borough-wide policy and programmes.

Please quote reference T484/G.

Job share applications will be welcomed with or without a partner.

Casual user allowance and car loan facilities are available.

If you wish to discuss this post informally, please telephone Tony Shoultz, Director of Housing, on 01-985 3191.

Application forms are available from John Penney, Head of Personnel Services, Town Hall, Mare Street, London E8 1EA, or telephone 01-985 5331 (24 hr answering service), quoting reference.

Closing date: June 28, 1985.

The Council intends to decentralise its services, therefore the duties, hours of work or location of this post may be subject to change.

**HACKNEY COUNCIL**  
Working for local people

We positively welcome applications from black people, disabled people and women where they are under-represented in particular jobs.

**Assistant Director (Support Services)**

Take a new look at leisure

With the increasing demand for leisure activities the City of Westminster has created a new Department of Leisure Services.

The Department's basic brief is to integrate the planning of appropriate services to cater for all aspects of leisure needs and to develop initiatives to match the changing demands for the purposeful use of leisure time.

As one of five Assistant Directors and a member of the Senior Management Team you must have a relevant qualification in public administration, combined with extensive experience in one area of support services and the energy and enthusiasm to make a major contribution to the development of the Department.

You'll be expected to provide effective support to the front line services with direct responsibility for finance and accounting (including the Management Information System), personnel and training, management development and office services (including new technology), forward planning, research, marketing, sponsorship, publicity and publications.

This new and fascinating role demands a high degree of commitment together with a flair for innovation.

It offers a challenging opportunity with a salary within the range £15,806 to £16,635 inclusive.

To obtain application form and job description please send postcard, telephone or call at the Personnel Management Division (Reference: L513), PO Box 240, Westminster City Council, City Hall, Victoria Street, London SW1E 6BP. Tel: 01-634 5252 (24 hour answering service). Closing date: June 28, 1985.

**National Federation of Housing Associations**

**HOUSING MANAGEMENT OFFICER**

PO1 (£11,652-£14,229 p.a.)

The National Federation of Housing Associations today celebrates its 50th anniversary as the representative body of the voluntary housing movement. Its central role is to represent the interest of housing associations to government, at national and local levels, and to provide advice and guidance to its 2,000 member associations.

The NFHA has created this new permanent post, responsible to its Chief Housing Management Officer, to help housing associations meet increasingly high standards of housing management and maintenance. GfF system, sound experience of housing management and maintenance in the voluntary or public sector, and be able to write clearly and concisely. Maintenance experience is especially important since a particular responsibility will be to work with a practitioner group to establish objective standards of maintenance performance, and the cost of meeting these standards, with a view to a revision of the NFHA maintenance allowance.

For an application form (returnable by 24th June) and job description, please write to David Page, Chief Officer, Housing Management, NFHA, 175 Gray's Inn Road, London WC1X 8LP, or telephone 01-276 8571. The NFHA is striving to be an equal opportunity employer, and welcomes applications from women and men, regardless of ethnic origin.

**Area Organiser (Colchester)**

We require a person with good management skills and commitment to helping the poor overseas, to lead our team in East Anglia.

Responsibilities include the development of our shops, supporter network, fund-raising, education and campaigning work in the UK, Africa and the Caribbean. The successful candidate will be an efficient organiser who is able to lead and motivate staff and volunteers with the stamina required to work unsocial hours. A clean driving licence is required and a car is provided.

Starting salary £11,151 per annum rising by annual increments to £13,010 per annum.

For further details and an application form, please send a stamped addressed envelope to: Personnel Department, Oxfam, 274 Barbican Road, Oxford OX2 7DZ. Closing date for completed applications is 28th June.

OXFAM IS AN EQUAL OPPORTUNITIES EMPLOYER

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## Psychology in the Prison Service Key support roles in data monitoring and evaluation

London and Middlesex up to £6,319

We are looking for a number of men and women to provide back up to Psychologists working in the Prison Service.

As a Psychological Assistant, your work varies according to the Unit you join. At the Young Offender Psychology Unit, near Lambeth Bridge, for example, your job emphasis will be on the evaluation of current developments in young offender institutions, and the main task will be to collect and process data. This will involve visits to institutions and also the opportunity to develop your skill with computers.

At Holloway or Wormwood Scrubs Prison your responsibilities will include monitoring the characteristics of the prison population, some testing, helping in research and probably some involvement in treatment or training activities.

At Feltham Youth Custody Centre you will be concerned with the Unit's programme of assessment and treatment; this too will mean monitoring, evaluation and collating data.

You will receive all the necessary training. Naturally, there will be a certain amount of routine clerical work but, where possible, you will also have the chance of operating micro-computers.

You must be aged 21 or over and have at least 5 'O' levels, including English Language and Maths, or equivalent.

Starting salary: £5,019 plus £1300 London Allowance (£520 if working at Feltham), rising to a maximum of £6,319.

For an application form, to be returned by 3rd July 1985, please write to: The Home Office (TM/R2), FREEMPOST, London SW1P 4YW (no stamp required).

The Home Office is an equal opportunity employer.

## H.M. Prison Service A Service for Society

### EALING FAMILY HOUSING ASSOCIATION LIMITED

### COMMUNITY WORKER — ETHNIC MINORITY HOUSING

Salary £8,687-£10,646 inclusive plus car allowance

Ealing Family Housing Association is an active West London association with strong commitment to ensuring genuinely equal housing opportunities for ethnic minorities.

The Association is seeking to replace a Community Worker who has developed considerable links with black groups over the two years of the project to date. The Community Worker's role will be twofold: to assist groups to identify and meet their housing needs; and to help the Association to make appropriate forms of housing provision for ethnic minorities.

Applicants should be able to demonstrate solid experience and practical achievement in community work or a related field; a knowledge of housing issues; an ability to prepare concise reports. Detailed knowledge of the Asian or Caribbean communities in West London is essential, and an ability to speak Punjabi and Hindi would be an advantage.

Application form and further details from:

Mrs Gwen Shawling  
Ealing Family Housing Association Limited  
St James House, 105/113 Broadway  
London W13 9BE

Closing date for applications: Friday, 28th June, 1985.

Ealing Family Housing Association Limited is an Equal Opportunities employer and applications are welcome from members of all races, both sexes and registered disabled persons.

### WORKING WITH MENTALLY HANDICAPPED ADULTS

### PROJECT ORGANISER

### DEPUTY PROJECT ORGANISER

In 1978, John and Sandra joined this Christian Charity (United Response) to set up a 4 year forward-thinking project for 15 young adults living and working in four houses in Crawley, West Sussex. They have now chosen to move on, and we need a Project Organiser and Deputy Project Organiser to complete the team of five staff.

Qualifications / relevant experience plus driving licence essential. Non-resident post with occasional duties and sleeping-in where necessary.

Salary scale (under review): £7,000-£9,500 and £5,000-£7,500 respectively.

Contact: John Bay, United Response, 1 Thorpe Close, London W10 0T or Tel 01-960 5568.

### BOROUGH OF TORBAY COUNTRYSIDE RANGER

Scale 3/4 (£5,922-£7,329 p.a.)

Applications invited for this new post centred at Berry Head Country Park, Brixham, (SSS1). Duties include management, conservation, and educational aspects.

Applicants must be car driver / owner. Rented accommodation available. Removal / disturbance allowance etc.

This post is grant aided by the Countryside Commission.

Further details and application forms, returnable by Thursday, 20th June 1985, from Borough Engineer, Town Hall, Torquay, TQ1 3DR. (Tel: 0803-26244 Ext. 337).

**EMPLOYMENT WORKER**

The SCVS Employment unit need a 3rd worker to share the work of the team and to develop training and employment initiatives. The workers' first priority is to produce guidelines on good employment practice in the voluntary sector. Experience of campaigning, especially round employment and unemployment developing projects; trade union or community action; and a commitment to eliminating racism and sexism necessary. Experience more important than qualifications.

Salary NAC NJC including L.W. Job shares welcome. Funded by the GLC & LBS, September 1985.

SCVS aims to be an equal opportunities employer and applications from people with experience of working with women and black people especially welcomed. The worker will be expected to be a member of the relevant trade union — ACTSS.

For further details and an application form write to: SCVS, 125 Rye Lane, Peckham, S.E.15. Tel: 01-732 3731

CLOSING DATE: 28th June 1985.

### READING CYTEANS RESIDENTIAL SUPPORT WORKER

Reading Cyteans, a charity working with single homeless people, has a vacancy for a support worker, resident in our long-stay house, with extra responsibility for our new group home. The job is to facilitate the development of the residential community in a non-directive way and will provide useful professional experience for people working in social work or care.

Full hours provided, and £20 per week. Closing date for applications: 28th June.

Application form and details from: Mr. P. J. The Drive, Beaumont College, Wokingham, RG40 1RT. Tel: 0734 78317.

### RESIDENTIAL WORKER

Alone in London Service requires a worker to join a team in an innovative hostel project for homeless young people aged 16 to 21.

Applicants should have relevant experience particularly in a multi-ethnic setting.

Salary: £9,994 plus sleeping-in.

For further details and application form please telephone or write to: Alone in London Service, c/o The Jubilee Centre, 12 The Jubilee Centre, London WC2E 8NF. Tel: 01-439 5536.

Closing date for applications: 3rd July, 1985.

### CO-ORDINATOR

from September to co-ordinate the work of our centre.

Experience of working in one or more of the following areas is essential: community / women's / multi-racial groups; employment and training; welfare rights; trade-unions.

We particularly encourage applications from black, Asian and working-class women.

Salary: APS.

Closing date: 17th July.

Details from: East Leeds Women's Workshop, 181 Herthill Lane, Leeds 6. Tel: 409077.

## MID GLAMORGAN COUNTY COUNCIL Social Services Department

### 1. SENIOR DAILY LIVING ADVISER

for people with a mental handicap — Ogwr District Social Services Office  
Scale S01 Salary: £9,477-£10,107 per annum

### 2. FULL-TIME DAILY LIVING ADVISER

for people with a mental handicap — Taff Ely District Social Services Office  
Scale 6 Salary: £8,532-£9,114 per annum

### 3. PART-TIME DAILY LIVING ADVISER

for people with a mental handicap — (18½ hours) — Cynon Valley District Social Services Office  
Scale 6 Salary: £4,265-£4,557 per annum

If you care and wish to participate in the initiatives now being developed in the Mid-Glamorgan County to provide a comprehensive service and opportunities for enabling people with a mental handicap to have a more independent life style — then do contact us!

At present 16 Qualified Occupational Therapists are working for the Department providing a rehabilitative service to the physically handicapped. The All Wales Strategy for the development of Services for people with a mental handicap has provided an opportunity to extend this service, which will include both adults and children.

Applicants must be qualified Occupational Therapists and on appointment will be based in District Offices working as members of a Community Team. The District Co-ordinator (for people with a mental handicap) will be responsible for the day-to-day management of the Advisers' work and professional support will be provided by the Department's Principal Assistant (Occupational Therapy).

An essential car user allowance and removal expenses in certain instances will be payable.

For further details please contact Mrs. Yvonne Davies (Principal Assistant) on Cardiff 28033, extension 602, or Mrs. Rhianon Jones (Principal Assistant) on extension 624.

### NATIONAL CONDITIONS OF SERVICE CANVASSING WILL DISQUALIFY

Application forms to be returned by July 1, 1985, are available from the Director of Social Services, Mid-Glamorgan County Council, Greyfriars Road, Cardiff. Tel: Cardiff 28033, extension 616.

## Economic Development Officer — Training

Salary: £13,963-£15,015 PO4

You will be responsible for managing and developing a large employer-based training programme, with over 300 training places provided to recognised qualifications and permanent staff. You will be expected to build on a successful record of achievement in the terms of high quality training, progression to employment and positive action towards women, ethnic minorities and people with disabilities. As a senior member of the Economic Development Unit, based at 90-100 High Road, Wood Green, London N22, you will play the leading role in training policy development and in the integration of training with other aspects of economic development.

You must have a proven track record on managing a training programme, and a knowledge of the disadvantages faced by Black, Asian, Irish and Cypriot people and by women, young people and people with disabilities. You must be able to lead and motivate a team of training officers to undertake policy development work at the highest level and to work under consistent pressure.

An understanding of the role of training within local economic development and a knowledge of local government, private sector and MNC structures would be an asset as would experience of staff supervision and budgeting. A relevant degree or professional qualification is desirable.

Applications from Black, Asian, Irish and Cypriot people are particularly encouraged.

For an application form and job description, please telephone 01-801 6055 (24 hr answering service) quoting reference M8 820.

Closing date: June 28, 1985.

## Haringey

Progress with humanity

Haringey is an equal opportunity employer. We welcome your application which will be considered on merit, irrespective of race, marital status, sex or any disability you may have.

## FAMILY HOUSING ASSOCIATION — SWANSEA

### HOUSING MANAGER

Salary £5,477-£11,025

The Association wants to appoint a suitably qualified person to lead its Housing Management section.

The successful candidate will take responsibility for all aspects of housing management and be keen and able to pursue special projects initiatives in the inner city areas we work in.

Further details can be obtained from:

ANDREW MORRIS, DIRECTOR  
FAMILY HOUSING ASSOCIATION (SWANSEA)  
SWANSEA SA1 5PN  
Tel: 0782-460192

The closing date for applications will be 1st July 1985

## BROMLEY ALCOHOL ADVISORY SERVICE

### PROJECT WORKER

required to set up and develop a new local advice and information service on alcohol-related problems.

Liaising with both the general public and professional bodies, the successful applicant will be responsible for identifying local needs and initiating appropriate services. Some relevant experience would be an advantage but a particular interest in this field together with good communication and counselling skills are most important.

Initially this will be a three-year contract. Part-time considered (pro rata salary). Salary £8,385-£10,079 inclusive of L.W.

Application forms available from Counsellor, Mrs. M. H. H. of the Child Centre, London Borough of Bromley, Rochester Avenue, Bromley, Kent. Closing date: 3rd July, 1985.

## STONHAM HOUSING ASSOCIATION

### PROJECT CO-ORDINATOR

Salary £7,896 + 2627 L.W.

This post will involve developing and continuing the establishment of a dispersed hostel project covering initially three properties offering accommodation to ten ex-offenders.

The Project Co-ordinator will be responsible for the effective running of the hostel. This would involve liaison in selecting, supporting and befriending the residents whilst at the hostel and preparing them for a move to more permanent and independent accommodation.

Applicants should have a minimum of 3 years experience in social work or a related field. Relevant experience is necessary and car ownership would be an advantage. This is a non-academic post.

Application form from: Mr. L. Bramley, Project Officer, 125 Ballin Road, London E7.

To be returned by 3rd July, 1985.

Stonham is an equal opportunity employer

## WOLVERHAMPTON BOROUGH COUNCIL

### OFFICE OF THE PRINCIPAL OFFICER AND POLICY CO-ORDINATOR POLICY UNIT

#### a) EQUAL OPPORTUNITIES ADVISER (WOMEN)

PO ab up to £12,343

#### b) ADMINISTRATIVE ASSISTANT

Scale 6 up to £11,144

Wolverhampton Borough Council is looking for talented and energetic officers for these posts to assist in the development and implementation of its equal opportunities policies. Employees will be placed on commitment and the ability to achieve early results.

Wolverhampton is a multi-racial borough and gives highest priority to the provision of high quality services to all residents and to providing a specific response to the special needs of the ethnic minorities.

Both posts demand an ability to work well with people at all levels of the organisation and to communicate effectively orally and in writing.

#### Post (a) EQUAL OPPORTUNITIES ADVISER (WOMEN)

The officer appointed to this post will be required to prepare and present policies to promote equal opportunities for women and to take appropriate action to ensure the abolition of practices which discriminate against women, with a particular emphasis on the authority's services. The successful applicant will be expected to ensure that the services meet the needs of women in Wolverhampton and to provide a strong central focus for a women's view to be put forward in relation to the Council's activities.

Applicants should be appropriately qualified and will be expected to demonstrate a high degree of commitment.

#### Post (b) ADMINISTRATIVE ASSISTANT

Will provide administrative support to Posts (a) and the Race Relations and Equal Opportunities Adviser.

Applicants should be appropriately qualified with a commitment to equal opportunities.

These posts will be linked to a team which has been established in the Personnel Division and is responsible for equal opportunity aspects of the authority's employment policy.

The Authority would welcome particularly applications from candidates from ethnic minority communities.

This is a re-advertisement. Previous applicants need not re-apply. Applications forms and further particulars from: Controller of Personnel and Management Services, Civic Centre, St. Peter's Square, Wolverhampton WV1 1SH. Telephone (0902) 27811 extension 2116.

Closing date 5th July 1985.

Wolverhampton Council is committed to the implementation of an effective Equal Opportunities Policy and welcomes applications from all sections of the community irrespective of an individual's sex, ethnic origin or colour and from people with disabilities who have the necessary attributes to do the job.

## WOLVERHAMPTON

### the peace officer

## KING EDWARD'S HOSPITAL FUND FOR LONDON

### INFORMAL SUPPORT UNIT

### PROGRAMME DIRECTOR

The King's Fund is an independent charity in the health care field. It is launching a major programme of work on information and training for informal carers — meaning relatives and friends who look after sick and handicapped people. The informal caring support is being established with three staff to undertake development work and generate proposals from voluntary and professional bodies for projects designed to increase the effectiveness with which carers' needs are met.

The Fund seeks to appoint a suitably qualified and experienced person to the post of Programme Director. The Director's responsibilities include management of the programme, liaison with national voluntary organisations and the media, commissioning major projects and planning evaluation.

Candidates must be committed to the objectives of helping informal carers; must be able to initiate and sustain a complex project; and be able to work with a wide range of organisations and individuals.

The post is funded for three years through a DHSS grant. Salary on the scale £14,551 — £16,552 (pay award pending) inclusive of London Weighting £1,042.

Further information from Robert Maxwell, Secretary, King Edward's Hospital Fund for London, 14 Palace Court, London W2 4HT. Closing date for applications 3 July 1985.

## GLC

### Working for London

Our equal opportunities policy can work for you. In many areas of the Council's work, women, ethnic minorities and people with disabilities are under-represented. Our positive approach to equal opportunities is aimed at redressing this imbalance and we would particularly welcome their applications for this post.

### Deputy Departmental Personnel Officer

Architecture & Civic Design

Strong initiative and decisive capabilities and a high level of interpersonal skills are called for in managing the Division providing full personnel, secretarial and training services to this large multi-discipline professional department, comprising some 2,300 A



The City Council has recently re-organised its Personnel Department and is looking for suitable people to fill two key posts. Both offer unique opportunities and will demand an imaginative and dedicated approach.

### Principal Personnel Officer

PO £13,326 - £14,358

This is a second-tier post. The postholder will lead a section responsible for:

- EQUAL OPPORTUNITIES
- TRAINING
- WELFARE
- HEALTH AND SAFETY

We are in the process of extensive development in all of the above areas with particular emphasis on equal opportunities training. The postholder will have an opportunity to contribute to major policy development.

### Assistant Principal Personnel Officer

PO £10,716 - £11,582

The Department has identified a number of key areas for future development within the Establishment Section. These include:


- ESTABLISHMENT AND GRADING REVIEWS
- ESTABLISHMENT PLANNING AND BUDGETING
- ESTABLISHMENT INFORMATION SYSTEMS/COMPUTERISATION

In order to progress the work on these we have created this new post. It is suitable for someone experienced in the establishment, grading and personnel records fields in the public sector.

Membership of the IPM or an equivalent qualification would be an advantage. The challenging position offers a real opportunity for career development. For both these posts a relocation package and temporary housing accommodation is available to qualifying candidates.

For further details and application forms contact Ken Coddling, Personnel Department, City Hall, Norwich. Tel: (0693) 622223, Ext. 225. Completed applications must be returned by 8th July, 1985.

*Norwich is an equal opportunities employer*



**CITY OF NORWICH**

### NORTHUMBERLAND COUNTY COUNCIL

#### NATIONAL PARK AND COUNTRYSIDE DEPARTMENT

Two Assistants are required £9,922 - £22,862 (starting salary in accordance with qualifications and experience).

### CONSERVATION ASSISTANT

To assist with a range of practical estate tasks in the National Park to enhance its landscape, protect wildlife habitats and improve public footpaths, carried out in cooperation with landowners and farmers.

### PROJECT MANAGEMENT ASSISTANT

To assist with the development and management of departmental properties in the National Park and throughout the County (country parks, picnic areas, car parks and buildings such as information centres and toilet blocks), involving the organisation of a wide variety of work in the construction of outdoor recreational equipment, landscaping, fencing and building maintenance.

Applicants should have training and preferably a relevant qualification, together with a minimum of three years practical experience (for the Conservation Assistant, a diploma in agriculture, forestry or similar with experience in traditional estate maintenance work, for the Project Management Assistant, a diploma in building or landscape, with experience including building and estate maintenance). If unqualified, applicants should have at least seven years relevant experience in these fields. All should have proven organisational and supervisory ability (since the work is done by departmental and MSC-funded labour, and contractors and volunteers), also be physically fit, resourceful, able to show initiative and hold a valid driving licence.

Further details and application forms from the National Park Office, Eastburn, South Park, Hexham, Northumberland NE46 1BS. Tel: (0434) 60 8855. Closing date: 2nd July, 1985.

### Development Officer

#### Health Services


£8,722-£11,355 p.a. including London Weighting

The RNIB is the pre-eminent national charity serving the blind.

A new post has been created to ensure that the RNIB is informed of problems and developments in the health field affecting the prevalence, treatment and alleviation of visual handicap. The job holder will initiate and co-ordinate RNIB activities in this sphere. The Development Officer will not advise on individual health problems. He/she will report directly to the Deputy Director-General. The ideal candidate will have knowledge and work experience at a professional level in the health or related field. He or she must demonstrate a record of innovation and a pro-active approach. In addition, he/she must possess enthusiasm, personal persuasive skills and the ability to work effectively with others. A degree or equivalent and experience of committee work would be advantageous.

It is unlikely that a candidate aged less than 25 would have sufficient experience to fulfil the role. Applications from appropriately qualified visually handicapped people will be particularly welcome.

Please send a sufficiently detailed cv to avoid the need for an application form to: Personnel Officer, ROYAL NATIONAL INSTITUTE FOR THE BLIND, 224 Great Portland Street, London W1N 6AA. Closing date: 5th July, 1985.



### Lewisham and North Southwark Health Authority

#### LIAISON WORKER (TEMPORARY POST)

##### UNIT FOR SERVICES FOR PEOPLE WITH A MENTAL HANDICAP

This post has been funded for 18 months, to meet both the research and operational needs of our patients to move people with a mental handicap out of hospital and into the community.

You will need experience in this or a related field. You will be able to assist and plan for the needs of the patients. You will need to make a positive contribution into research into the provision of services in this post.

Salary in the range of £7,009 to £23,801 inclusive.

If you are interested and should like further information please contact: Shirley Oliver on 01-231 7050.

For an application form and job description please contact the Personnel Department, Lewisham Health Authority, South Wing, Newham House, High Street, London SE13 7JF. Tel: 01-490 7253. Closing date for applications: June 26, 1985.

### SOUTH WEST HERTFORDSHIRE HEALTH AUTHORITY

#### ART THERAPIST

The Art Therapy Department is autonomous and consists of full-time Art Therapists. The successful applicant will be expected to take over some existing groups, to develop work with new referrals and to assist with the general running of the Department. Salary: £6,709 - £7,016 p.a.

Informal enquiries to Carol Driscoll, Tel: 0450 92525 (0925) 674090 ext. 64.

Apply to: The Personnel Department, Lewisham Health Authority, South Wing, Newham House, High Street, London SE13 7JF. Closing date for applications: June 26, 1985.

### SOCIALISM AT WORK

#### Tameside Metropolitan Borough

#### Finance Department

### FINANCIAL RESOURCES ANALYST

**SALARY UP TO £12,243 PA (pay award pending)**

We need a highly numerate graduate (preferably with a relevant postgraduate degree) to undertake work aimed at attracting government resources to Tameside. The successful applicant will be innovative, have had experience perhaps in research or education requiring the use of statistical skills, and should be genuinely interested in working in a financial environment. Career progression could be in the finance, research, or administration fields.

The post offers the opportunity to use and develop microcomputer applications, experience of which would be an advantage.

For informal discussion ring David Postlethwaite on 061-344 3863.

### Policy Co-ordination Department

### SENIOR RESEARCH OFFICER

#### POLICY CO-ORDINATION UNIT

#### SCALE

**6/PO2 £8,532 to £12,243 PA**

The Research Unit provides services for members and officers on a wide range of policy issues currently facing a Metropolitan Borough.

Duties involve assisting in the review of policy options, undertaking specific research projects, preparing reports and briefs for management, and giving technical support to departments on analytical, monitoring, and management information systems.

The successful candidate will be a numerate graduate able to communicate with people at all levels, and with previous practical experience of survey techniques, statistics, and computer packages and systems.

Application forms and further details for both posts from the Chief Personnel Officer, Council Offices, Wellington Road, Ashton-under-Lyne, Tameside, Greater Manchester OL6 6DL, to be returned by June 26, 1985.

**TAMESIDE - AN EQUAL OPPORTUNITIES EMPLOYER**

### PROGRAMMED MAINTENANCE OFFICER

PO11 £12,243 to £13,326

As part of the reorganisation, city-wide maintenance and improvement programmes for the housing stock are being developed. The Authority is currently developing planned maintenance programmes to deal with general building maintenance, redecoration, rewiring, central heating installations, and other associated work to the 33,000 dwellings under its control. The Programmed Maintenance Officer will be required to lead a group of staff responsible for planned maintenance programmes related to the City Council's housing stock. The Council is seeking a suitably qualified person with several years' experience in the co-ordination of housing maintenance. The ability to assess the condition of properties and prepare suitable programmes of work is essential. The person appointed will be required to give professional leadership in technical matters and the duties will include supervising the preparation of maintenance programmes, monitoring expenditure and progress, attending meetings of various Project Groups, and maintaining liaison with other Officers of the Housing Department, other departments, and Tenants' Associations.

Applicants should ideally be Chartered Surveyors or members of the Chartered Institute of Building or equivalent, be experienced in building repair and maintenance familiar with current building and safety requirements.

Further information can be obtained informally by ringing Stephen Brooks (Principal Technical Officer) on 0742 735523.

APPLICATION FORMS FROM THE PERSONNEL SECTION, HOUSING DEPARTMENT, TOWN HALL, SHEFFIELD S1 1WA. TEL: 764543. CLOSING DATE: JUNE 26.

### City of Sheffield

An Equal Opportunity Employer

### Strathclyde

#### SOCIAL WORK DEPARTMENT

### SOCIAL WORK RESEARCH OFFICER

Melver House, 51 Cadogan Street, Glasgow.


Salary Scale - G.S.1-A.P.V.S.G.1 - £20,248 - £12,560.

Placing according to qualifications and experience.

The successful applicant will play a central role in the design of Regional information systems, their implementation within Glasgow Division, and the use of information for practice evaluation and planning. At minimum, applicants should have a good Honours Degree in the Social Sciences. Further information is available on request.

Application forms may be obtained from the Assistant Director of Manpower Services, Glasgow Sub-Region, Strathclyde House (6), India Street, Glasgow G2 4PF, to whom completed forms (including P.457/25) should be returned by 26th June, 1985.

R. M. O. McCulloch, Director of Manpower Services



### HOUSING MANAGER

#### OXFORD HOUSE HOUSING ASSOCIATION LIMITED.

Relevant housing association experience in inner urban areas is essential. Salary £11,043; benefits include 30 days annual leave and essential car use allowance.

S.A.E. for job description and further details from: Richard Gee, Oxford House, Derbyshire Street, London E2 6HG. Closing date, 1st July, 1985.

There are many Public Services... but for most of the jobs in all the Public Services, read The Guardian every Wednesday.

Wherever you work, from a forest to a laundry, you could find the next rung of the ladder any Wednesday in The Guardian.

**YOU CAN FIND IT IN THE GUARDIAN**

### Head of Social Services Training

Social services training in Camden now has extra dimensions which opens up unique challenges and, we think, new opportunities.

Primarily you'll be expected to develop the skills and abilities of our staff to meet major departmental priorities such as:

- re-directing our existing services to meet the needs of a multi-ethnic community
- maintaining a recruitment policy which acknowledges the wealth of experience within the community as well as formal academic qualifications
- developing a foster care and adoption policy which stresses the need to match children and prospective parents with their respective communities
- expanding Camden's present service so that the needs of all under 'fives' are met.

This will involve identification of training needs, preparation of training plans — and monitoring their implementation — and advising the Directorate on all aspects of training policy and practice. You will also represent the department on training issues both internally and externally.

As Head of Training, you'll need more than the ability to devise, plan and implement in-service programmes, you'll need the drive and ambition to see them carried out.

You should have good planning skills together with the ability to supervise and motivate your staff in a teamwork approach. Experience in training at an advanced level in a related discipline is essential. You must also have a proven commitment to the implementation of an equal opportunities policy relating to service provision and employment.

Salary for this position will be in the range £13,490-£15,606 pa.

For further details and an application form please write to: Director of Social Services, Wellesley House, 356/364 Gray's Inn Road, WC1X 8BH, or telephone 01-327 5821 (Anasphone), quoting reference number 10/278/G.

Closing date: July 15, 1985.

*Camden Social Services*

*equal opportunity employer*

Applicants are considered on the basis of their suitability for the post, with equal opportunities for women, black/ethnic minorities, lesbians and gay men and people with disabilities, and regardless of marital status, age, creed, religion and unrelated criminal conviction. All posts are open for job-sharing.

### NATIONAL YOUTH BUREAU

#### Senior Youth Work Advisers

The National Youth Bureau provides information and other services to people engaged in youth work in a wide range of settings: local authorities and the voluntary sector. It is largely government funded, has charitable status, and employs 60 staff based in Leicester.

The Bureau is now undertaking an extensive reorganisation following a review of its structure, funding, management, and services, and two new staff teams will shortly replace a number of smaller, separately funded units.

The Field Services Team will be responsible for meeting the needs of both practitioners and policy makers through the provision of information development, training, consultancy and research services, and through enabling them to develop collective responses and joint action on important issues.

Two Senior Youth Work Advisers are needed in the team to initiate, co-ordinate, and undertake these activities in two major areas of the Bureau's work:

#### Community Involvement by Young People (post A)

By working with youth and community agencies, statutory and voluntary, the Bureau aims to enable and assist young people to take action on issues of concern to them and their communities and to participate in community based projects. The successful candidate will have worked in a variety of youth work settings and will have a broad understanding of community involvement policies and practice. He or she should have experience of both management and practice in voluntary and community organisations.

#### Young People at Risk and in Trouble (post B)

The Bureau aims to support and promote the youth work contribution — through a range of agencies — to young people at risk or in trouble, the co-ordination of services at neighbourhood level, and youth work responses to young people with special needs or disadvantages. The successful candidate will have had experience of social and/or youth work in an inter-professional context, and of work with or for young people at risk or in trouble, preferably as both manager and practitioner and in both statutory and voluntary sectors.

An essential requirement for both posts is the ability to combine an understanding of national developments and their implications with a sensitivity to the needs of individual workers in possession of a relevant professional qualification and/or degree would be an advantage. Salaries are negotiable between £11,268 and £13,696 in the FO range of local authority salary scales (subject to review).

Applications are welcome from suitably qualified and experienced people, regardless of race, disability, sex or marital status, and the successful candidate will be able to demonstrate a commitment to anti-discriminatory values in their work.

Further details and an application form, stating which post (A or B) is of interest, returnable by post post on 1 July, from the National Youth Bureau, 17-23 Albion Street, Leicester LE1 6BD. Telephone 554775 ext 33.

### FUNDRAISING DIRECTOR

#### FOR MAJOR CONSERVATION TRUST IN ESSEX

A Trust which has been making a major contribution to the quality of life in Essex, principally through running nature reserves, wishes to appoint its first Fundraising Director.

He or she will be a natural organiser and will need to manage, co-ordinate and administer, working with voluntary fundraising groups, creating links between the Trust and its members and supporters, and establishing personal relationships with landowners, politicians, the media and Trust members.

A range of publications will need to be produced, and the Fundraising Director should be familiar with the production problems involved.

Previous experience of fundraising is not essential. Training will be provided and assistance given initially by the external consultant.

Resourcefulness, a willingness to learn and adapt, and enthusiasm for the aims of the Trust will be important qualifications. The salary offered is £12,000 a year.

The successful candidate will need to move to or be living in Essex.

Grant-aided by the Nature Conservancy Council.

Please write as soon as possible to Melinaux Fundraising, 3 Lygon Place, London SW1W 0JX.

### NORTH LONDON EDUCATION PROJECT

The North London Education Project was set up in 1981 to provide education, with backup accommodation, for ex-offenders. The Project offers its services to those aged 16-64, of either sex, whether coming out of prison or living in the community.

### Project Worker

Part-time, 24 hours per week (based in Islington)

The duties of this extremely varied job include: acting as Personal Tutor to several residents; basic foster management; recruiting and interviewing referrals; publicising the project; liaising with outside agencies e.g. DHSS.

You will be enthusiastic, interested in education, and committed to developing the potential of ex-offenders.

Salary: £4,682 (for 24 hours).

Closing date: Monday 1st July 1985.

Write for details enclosing a large self-addressed envelope to: Peter Shore, NACRO, 189 Chappan Road, London SW9 6PU.

As an equal opportunities employer, we welcome applications from anyone regardless of colour, ethnic origin or sex, and from disabled people and ex-offenders.

### NACRO

For the care of offenders and the prevention of crime

### AGRICULTURAL ECONOMIST

A graduate is required for one year in the first instance, to contribute to a number of innovative research projects. An understanding of current and possible future land use patterns is essential.

Salary: £7,000 - £12,000 p.a. (plus benefits)

Closing date: 28th July.

Reply: Oliver Brimble, Dartington College, Dartington, Totnes, Devon, TQ10 2EL.

### LONDON BOROUGH OF EALING

### HOMES ADVISER (PRINCIPAL OFFICER)

Salary £12,540-£15,628 pa inclusive (dependent upon qualifications and experience)

Ealing, an outer London Borough, with a population of 292,000, throws up particular challenges because of the variety of needs encountered in Acton, Ealing, Greenford and Southall.

Within the Residential Division are 5 Homes Adviser posts. Each postholder, while professionally supervising and having managerial responsibility for a variety of establishments, carries a co-ordinating role for the entire division.

The present vacancy is for the co-ordinating Homes Adviser for the Elderly and occurs at a particularly exciting time when liaison with the Housing Department and the Health Authority is leading to an imaginative expansion of care resources and attitudes.

Applicants must have proven ability in residential care management and be capable of monitoring and sustaining a consistently high quality of care.

Appropriate COSW or CSS or other social work qualification essential. Five years' post qualifying experience desirable.

For information and discussion please contact Mrs Robin Fleming, Assistant Director, Tel: 01-879 2424 ext 2415.

Please quote Reference 84655. Closing date: 28th June, 1985.

Applications from employees of the GLC or MBCCs with relevant experience will be welcome.

Application forms obtainable from the Personnel Office, Room A/204, Town Hall Annex, New Broadway, Ealing W5 2BY, Tel: 01-840 1995 (24-hour service).

### Islington

### RACE RELATIONS ADVISER

Grade SO2 Salary £11,652-£12,273

Reference PE 65

RE-ADVERTISEMENT

Islington requires a Race Relations Adviser in the Equal Opportunities Unit of the Personnel Department to contribute to the further development of the Borough's Equal Opportunity Employment Policy, with regard to race.

Candidates must have had two years experience of working (paid or unpaid) with black or other minority racial groups to achieve a race equality objectives. Of this at least one year should have been in employment or personnel.

Candidates should also have had experience of dealing with employment issues related to the needs of black women. Applicants are required to demonstrate the following skills and abilities:

- (i) monitoring of employment procedures;
- (ii) drafting reports on employment policies and strategies;
- (iii) understanding the implementation of equal opportunities policies in large organisations;
- (iv) establishing, maintaining and critically analysing records on race;
- (v) identifying training needs and running appropriate courses.

Candidates should also demonstrate their commitment to all areas of the Equal Opportunities Employment Policy.

It is desirable that applicants speak a local minority language. Applicants must describe fully on the application form their abilities, skills and knowledge as they relate to this post.

Please telephone or write for an application form and further details to: Director of Personnel, London Borough of Islington, Northway House, 267/268 Upper Street, London N1 1RU. Tel: 01-226 8508 (24 hour answeringphone). Closing date: Friday, June 28, 1985.

**OUR JOBS ARE OPEN TO ALL RACES, BOTH SEXES, LESBIANS AND GAY MEN AND WE HAVE A POSITIVE ATTITUDE TOWARDS THE EMPLOYMENT OF DISABLED PEOPLE.**

### THE LIFELINE PROJECT

(DRUGS ADVICE, TREATMENT AND TRAINING)

Lifeline Project Ltd is a Manchester based treatment, advice and training resource for problem drug users and those involved in their care and welfare. The Project has management responsibility for a Regional Training Unit, an advice, assessment and treatment unit (a residential unit) and for a series of outreach posts in Community Drug Teams (CDTs) throughout Greater Manchester. Vacancies currently exist for the following posts:

#### FIELDWORKER (North Manchester CDT)

#### FIELDWORKER (South Manchester CDT)

#### FIELDWORKER (Trafford CDT)

All three posts will be based in small peripheral teams including NHA staff. Experience in the field of drug or alcohol abuse an advantage. Salary: £11,000 - £13,000 p.a. (plus benefits).

#### PRINCIPAL INDUCTION WORKER (NW Region)

Salary: NAC Scale 6 £8,532-£9,114

#### SENIOR INDUCTION WORKER (Manchester)

Salary: NAC Scale 5 £7,326-£7,908

Both posts are based at the Jodrell Street Unit and form part of a small team offering alternatives to custody for drug users. Experience in groupwork/counselling and/or knowledge of the criminal justice system an advantage.

#### ADMINISTRATOR (Finances)

Based at the Jodrell Street Unit but providing financial accounting services to the whole project. Bookkeeping and wages experience essential. Typing and secretarial skills an advantage. Salary: £5,000 - £5,500 p.a. (plus benefits).

Application forms and informal enquiries: Personnel, Lifeline Project Ltd, Jodrell Street, Manchester M2 5BE, or phone 061-252 6333. Closing date: June 24, 1985. Please state clearly which post you wish to apply for.

Lifeline Project Ltd is an equal opportunities employer and values its employees regardless of ethnic origin, sexual orientation or disability including former drug users.

### Principal Assistant City Architect

£18,738 to £20,385 (Second tier responsibility)

Manchester has all the opportunities and problems you would expect of a great city and regional centre. It exceeds expectation in many respects — its cultural activities, its educational base, its airport...

The Council's building programme continues to be large and varied; the department matches it.

The demand for excellent architecture increases daily and the political commitment is undoubted.

Ring or write for more details. Read these and measure yourself against them. Apply with care — you will have to live up to your claims and more.

Telephone: David Johnson (City Architect) on 061-236 3377, extension 622 or J. Grantham (Principal Administrative Assistant) extension 610 or write to The City Architect, Town Hall, Manchester M60 2JT. Closing date: June 28th, 1985.

### MANCHESTER City Council

Manchester City Council is an Equal Opportunity employer and we positively welcome applications from women and men, regardless of their racial, ethnic, religious, sexual, or disability, aged up to 65, sexuality, or responsibility for dependants.

### NATIONAL COUNCIL FOR VOLUNTARY ORGANISATIONS

### ADMINISTRATIVE OFFICER

Is required to supervise the work of the Registry Department. Experience in the maintenance of central filing records is essential and an interest in, or knowledge of, the use of new technology for information storage and retrieval systems would be desirable.

Salary scale — £4,917 — £8,832 + £1,300 London Weighting p.a.

For further details write to: The Assistant Personnel Officer, NCVO, 28 Bedford Square, London WC1B 3HU. Closing date for completed application forms 5 July 1985. NCVO is an equal opportunities employer.

### STONHAM HOUSING ASSOCIATION DOVER BRANCH

### SENIOR PROJECT WORKER

Salary £7,524

To be responsible to the local Management Committee for the running of a 12-bed hostel for ex-offenders.

Ability to motivate residents towards independence and to manage staff essential.

Application form and further details: Stonham Housing Association, Room of 27 Bell Street, Dover, Kent TN9 1JF. Tel: 01792 22547. Closing date: 2nd July, 1985. Stonham is an equal opportunities employer.

### GLASGOW SIMON

#### Volunteers

seeks full-time volunteers to work with long-term single homeless. Live-in, 5/6 months commitment. Involvement in a number of projects. Full subsidised meals. Local authority housing allowances. National training opportunities. Contact Jim or Becky: 041-554 7890.

#### South Leeds Team Ministry (Charity) Ltd.

### SUPPORT RESIDENT

For 3-bed young persons hostel, salary on L1 Scale 5. Application form, application form, from Simon Davies, 26 Rennie Lane, Morley, Leeds LS27 7LQ. Closing date for applications: June 29.







**Senior Social Worker** (Mental Health)  
52,477-51,025 p.a. Ref. JM/84/410  
Nottinghamshire has embarked on the policy of developing Community Mental Health Teams. We are looking for a person (male or female) interested in developing community mental health projects with an interest in acquiring managerial skills. Manifested is an exciting and developing area with a number of new community initiatives emerging between the Health, Local Authority and Voluntary Sector. For further information/informal discussion contact Terry Hughes, Area Director or Sheila Davies, Assistant Area Director on Mansfield 22561.

**Mansfield Hospital Group**

**Senior Social Worker**  
£10,404-£1,025 p.a. Ref. SJ/322/10  
This is one of two posts and at present covers social workers on Paediatric, elderly and general (including Accident and Emergency) units.

**Social Workers**  
(2 posts) Ref. SJ/322/110  
Asthair Clinic Ref. SJ/322/110  
This is a psychiatric unit on the King's Mill Hospital Site. The Clinic is set to have premises and increase its beds from the present 33 to 120, opening in October 1986.

**Medical and Surgical** Ref. SJ/324/110  
An interesting and busy post covering patients with a variety of conditions and illnesses on the King's Mill site.

Salary for the above Social Worker vacancies according to experience and qualification - normally Level 3 (£9,534-10,107 p.a.) If qualified with four years experience, Level 2 (£7,524-8,220 p.a.) If qualified with two years experience, Level 1 (£5,514-6,210 p.a.)

Applicants must hold a current driving licence and own or be prepared to buy a car. There is an essential car user allowance and a car loan scheme available.

For further information/informal discussion contact Chris Clark or Margaret Gregory on Mansfield 22515, Ext. 3382 and 3384 respectively.

**Senior Social Worker**  
(Mansfield Area Office)  
£10,404-£1,025 p.a. Ref. JM/84/410  
Are you interested in leading and managing a highly motivated Assessment Team? This team has recently been established and comprises of four and half full time equivalent qualified and experienced Social Workers. Mansfield is a busy urban community with a high level of need. The Assessment Team's main area of work is in child abuse, family work and welfare rights issues. Applicants (male or female) should hold current English driving licence and own or be prepared to buy a car for official use. For further information/informal discussion contact Sheila Davies, Assistant Area Director, Joan Rowland, Senior Social Worker, or any member of the Assessment Team on Mansfield 22551.

**Deputy Officers-in-Charge**  
£9,114-£10,107 p.a.

**Team Leaders**  
(£8,820-£9,795 p.a. (qualified)  
£8,520-£9,114 p.a. (unqualified)  
Nottinghamshire has embarked upon a restructuring of residential services for children. Our objectives are to keep most children in establishments within their home area, and to make their length of stay as short as possible, usually less than six months. This has involved the setting up of area homes which will relate closely to area social work teams. The traditional boundaries between residential and field social work are being re-appraised as we seek to develop an approach which is truly child-centred. Residential Workers are becoming involved in preventive work in the community, community assessment, family work, post discharge support and many other examples of co-working with area staff.

As part of this plan to co-ordinate the area homes, there will be two Young Persons Homes (Hamilton Court and Forest Lodge) and three Long Stay Homes (Farmlands, The Ridge and Edwinstowe Hall). The Ridge and Edwinstowe Hall have linked travel provision to help those children with schooling difficulties.

We need a number of Deputy Officers-in-Charge and Team Leaders/Third-In-Charge to complete our staff teams. These are respectively second and third level posts which will share in the management of the establishments. Training is high on our list of priorities and we would want to appoint experienced and professionally qualified staff to these posts.

**Deputy Officers-in-Charge** Ref. DC/91/10  
We have Community Homes:  
(1) Brecken House, Nottingham  
(2) Cobblestones, Nottingham  
(3) Greencourt, Nottingham  
For further information please initially contact Richard Quinlan or Tony Dewhurst, Residential and Day Care Services Officer on Nottingham (0602) 828623, Ext. 4041.

**Long Stay Homes**  
(1) Edwinstowe Hall, Edwinstowe, N. Mansfield, Nottinghamshire.  
For further information, please initially contact Steve Thorpe, Residential and Day Care Services Officer on Nottingham (0602) 828623, Ext. 3858.  
(2) The Ridge, Mansfield, Nottinghamshire.  
For further information, please initially contact Ann Simpson, Residential and Day Care Services Officer on Nottingham (0602) 828623, Ext. 3945.

**Team Leaders** Ref. DC/91/10  
Area Community Homes:  
(1) Wollaton House, Nottingham (1 post)  
(2) Woodcock, Nottingham.  
For further information, please initially contact Richard Quinlan, Residential and Day Care Services Officer on Nottingham (0602) 828623, Ext. 4091.  
(3) Willowdene, Stapleford, Nottinghamshire (1 post)  
For further information, please initially contact Steve Thorpe, Residential and Day Care Services Officer on Nottingham (0602) 828623, Ext. 3858.  
(4) West Lodge, Mansfield, Nottinghamshire (1 post)  
For further information, please initially contact Ann Simpson, Residential and Day Care Services Officer on Nottingham (0602) 828623, Ext. 3941.

**Long Stay Home**  
(1) Farmlands, Nottingham (1 post)  
For further information, please initially contact Tony Dewhurst, Residential and Day Care Services Officer on Nottingham (0602) 828623, Ext. 4041.

**Third-In-Charge**  
(Young Persons Homes)  
(1) Hamilton Court, Nottingham.  
For further information, please initially contact Richard Quinlan, Residential and Day Care Services Officer on Nottingham (0602) 828623, Ext. 4041.

Relocation expenses where appropriate.

Requests for application form and job description for the above Social Services vacancies should be made in writing to the Staffing Section, Social Services Department at County Hall, Cladding date 26 June. Please quote appropriate reference when applying.

**An Equal Opportunity Employer.**

**Nottinghamshire County Council**  
County Hall-West Bridford  
Nottingham NG2 7DP

**Salary: £10,578-£11,208 Ref.: SEC 15(1)**

An Administrative Assistant is required in the Borough Secretary's Committee Division to assist in servicing a group of committees and associated sub-committees — in the first instance to work in the Policy and Resources Committee; and to act as Committee clerk to one or more sub-committees — Initially the Finance Sub-Committee. The Policy and Resources Committee is at the centre of the Council's policy making activity. Candidates must be capable of working in close contact with council members and senior management.

**Ref.: SEC 23**

An Administrative Assistant is required to assist in servicing a group of committees in the first instance the Housing Committees; and to act as Committee clerk to one or more sub-committees Initially the District Housing Management Committee and the Lewisham Council Tenants Joint Consultative Committee.

For both posts, a relevant degree would be advantageous as would evidence of progress towards membership of ICMA or DMS. Local Government experience especially in committee work would be highly desirable. Attendance at evening meetings is required and overtime or time off in lieu.

Applications from job sharers welcomed. The Council's flexible working hours scheme is in operation.

For an informal discussion of these posts please contact: Hugh Hamill, Head of Committee Services on 01-690 4344 ext. 237.

For an application form and job description please telephone 01-690 4343 ext. 165.

Closing date for completed applications 28th June, 1985

**Salary: £9,633-£10,215 Ref.: SEC/MSU**

An Administrative Assistant is required in the Borough Secretary's Committee Division to assist in providing a secretarial and administrative support service to chairs of Committees and members of the Council.

A relevant degree may be advantageous but is not essential. Practical knowledge of the London local government sector is important. Communication skills are essential.

The successful candidate will work closely with senior officers of the Council at a time of considerable pressure. Energy, tact and discretion are needed. Attendance at evening meetings required, overtime payable or time off in lieu.

Applications from job sharers welcomed.

The Council operates a scheme for flexible working hours.

For an informal discussion please contact Hugh Heall, Head of Committees Services on 01-890 4343, extension 227.

For an application form and job description, please contact 01-890 4343, extension 155. Closing date for completed application forms: June 28, 1995.

**Salary: £11,617-£12,663 Ref.: BE213**

This is a post within the Borough Engineer's reorganised Services Division, basing closely with the newly formed Direct Labour Group, the Borough Engineer's Department and other departments, particularly Computer Group.

An extensive programme of computer based tests have been identified within the Department which requires the full time commitment of dedicated and experienced staff.

Not yet one year old, the Information Technology Section now has the major task of implementing the department's first major on-line system; the LASER Direct Labour/Client System. Reporting to the Section's head, the post-holder will be directly responsible for organising and supervising the training of all staff involved in this system. In addition the section will continue the development of applications on the existing CDC PDP-11/03 and on new IBM-PCs which it is hoped will be installed in the next few months.

The post-holder will be responsible for day-to-day maintenance and support of these systems and be involved in the development of new applications.

We would like, therefore, someone with knowledge of at least one of the following:- Municipal engineering, administration, computing and training. An ability to gain co-operation from people at all levels in the organisation and from other departments will be an important consideration.

There will be a continuing responsibility for the overall development of information technology and the dissemination of information within the Department.

The Council operates a scheme for flexible working hours.

Applications from job sharers welcomed. Women in particular are welcome to apply as they are under

A Principal Planning Officer is required to assist in the work of the Planning Strategy Group, by developing and implementing policies, supporting the work of other sections of the Department and responding to policies, plans and proposals of other organisations.

The candidate would be expected to have at least five years experience in planning strategy/urban planning matters, be able to interpret statistics and survey work, present results in clear precise English, and work on his/her own on a particular aspect of planning policy.

Membership of the Royal Town Planning Institute and experience of an IBM/PC computer would be desirable.

The Council's scheme for flexible working hours applies to this post. Applications from job sharers welcomed.

For informal discussion about the post contact Roger Turnbull on 01-690 4363, extension 271.

Applications and job details may be obtained from the Planning Committee, Room 3, Town Hall Chamber, London SE4 8RU. Tel.: 01-690 4343, extension 636.

Closing date for completed application forms: June 28, 1985.

**Our jobs are open equally to all  
races and both sexes.**

This is a challenging opportunity for a person with a good track record of fund raising for a charitable or charitable organisations. The successful candidate will involve expanding this charity's direct donations, and developing a regional network of fund-raising groups in the Midlands in its infancy.

Counsel & Care for the Elderly, incorporated over 30 years ago, exists to provide all aspects of care for the aged, but particularly nursing care at home and in residential homes.

**SALARY NEGOTIABLE.**

Please reply before 26th June, 1985, with cv and personnel details, including previous experience to:  
 The General Secretary  
 Counsel & Care for the Elderly  
 187 Middlesex Street  
 London E1 7JF

The Housing Corporation is a forward-looking, forward-thinking organisation which promotes, finances and supervises registered housing associations throughout Great Britain. We work together to provide homes for sale and

**Central London and Glasgow**  
**£10,452-£13,668 (+£1,296 London weighting)**

A vital part of our role is to ensure the effective operation of associations by monitoring their internal management, committee control and housing management. Reporting to the Senior Monitoring Officer, you will:

- participate in the regional monitoring programme including confiding and reporting on monitoring visits;
- examine and appraise management systems, housing policies, information channels and general procedures;
- actively pursue remedial action where necessary.

A tactful and persuasive negotiator, you will have experience of management or organisational analysis, knowledge or experience of voluntary organisations or public funding would be an advantage. We are looking for

flexibility, authority, initiative and an analytical approach. Driving licence essential.

Visits sometimes last more than a day and the Monitoring Officer may occasionally have to stay away from home.

Candidates may be appointed on an point within the scale, and excellent benefits include car allowance, index-linked pension and removal assistance where appropriate.

For further details and an application form, please contact either Alistair Cormie, Waverley House, 7-12 Nelson Street, London W1V 3PB, telephone 01-434 2161, or Bob Millar, Rosebery House, 9 Haymarket Terrace, Edinburgh EH12 5YA, telephone 031-337 0044.

Islington is restructuring its services to Neighbourhood Offices as part of a major programme to improve the service given to the public.

An immediate benefit of the Neighbourhood Office will be to make the services more convenient and accessible to local residents. These cover Housing, Social Services - including Home Help, Environmental Health, Repair Teams, Payment of Benefits, Payments to the Council, Advice on Council Services, and Welfare Rights.

This is one of the most advanced decentralisation programmes in Local Government.

As a result, a number of posts have arisen and candidates must be willing to work in Neighbourhood Offices. Islington Council preferences for two locations will be considered if possible.

**£13,491 to £14,574 p.a. P03**


We are looking for a number of people to manage Housing Teams comprising Management, Advisory, Allocations, Housing Benefit and Policy Development.

The work of the office will need to be open and responsive to the needs of a multi-ethnic inner city community.

The postholders will need to have a proven ability to supervise staff and a high level of communications skills plus a strong background in at least two areas of housing.

Please call, telephone 01-225 0772 or write for an application form and details to the: Housing Department, 232 Essex Road, London, N1 1. The closing date is first post on Friday, 28th June 1985.

Our jobs are open to all races, both sexes, lesbians and gay men and we have a positive attitude towards the employment of disabled people.

A circular logo with the text "EQUAL OPPORTUNITIES" around the perimeter and "DON'T DISCRIMINATE" in the center.

**Salary: £12,900-£13,983 Inc. (Grade PC03)**

The Architectural Division is responsible for the maintenance of the Council's entire building stock, including housing, education, libraries, leisure, social services, parks' buildings and all Civic buildings.

Following re-organisation of the Building Maintenance section, a vacancy will arise shortly on the retirement of the present postholder.

The present staffing is multi-disciplinary and we are looking for someone who is qualified in an appropriate construction discipline and who is a competent surveyor. The successful candidate will demonstrate a thorough knowledge of building construction and maintenance procedures, the ability to manage a group of maintenance surveyors in the maintenance of the Council's stock and who is a competent building surveyor. The successful candidate will contribute to the development of the Section.

Day-to-day maintenance is carried out using a recently introduced schedule of rates in conjunction with a developing computerised system for monitoring and controlling work. Programmed repairs and other major maintenance work is also undertaken and a system of preventive maintenance is being developed to improve the standard of maintenance of all buildings.

This post is subject to LMGSC ring-fencing procedure. Applications are restricted to employees of the GLC and London Local Authorities.

**Applications from:** Staffing Office, Department of Architectural and Planning, E.C. 2, Box 38, Civic Centre, Harrow, Middlesex HA1 2UY. Tel: (01) 883 5811, Ext. 2570.

**Closing date:** four weeks from publication.

## Regional Officer

A vacancy exists for a Regional Officer (graded Higher Executive Officer) to join the Sports Council in the Greater London and South-East regional office which is located in the Metropolitan Police Headquarters, 100 Victoria Street, London Centre. The postholder will work within the Region's Facilities Team and be given a specific responsibility for recreation management. Duties will include the provision of a technical support and management advisory service for the promotion of sports facilities, the co-ordination of the Sports Council's Recreation Management Award within the Region, and an input to recreation management training. These duties will involve liaising with local authorities, Governing Bodies and Sports Clubs, and the Sports Council's Headquarters.

The successful candidate will have an appropriate qualification in recreation management and an extensive practical experience in the management of facilities for sport in the public sector.

The salary which includes an allowance for frequent weekend and evening duty, on an intermediate London Weighting and London Allowance, is in the range from £11,558-£14,149 per annum (pay award pending).

Further information and application form (quoting Ref 18/85/ROG) available from: Paul Burgin, Personnel Unit, The Sports Council, 16 Upper Woburn Place, London WC1H 0GP. Closing date for applications: 27th June, 1985.

Exciting opportunities to become involved in working out with mentally handicapped adults: a satisfying approach to group living in the community —

**ARK HOUSING ASSOCIATION LTD**

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**CO-ORDINATORS  
& ASSISTANTS**

in new and established

**COMMUNITY HOUSES**

(10 Residents)

In several locations in Scotland, to assist residents (who do not require full institutional care but do need some self support) to lead positive and fulfilling lives within the community.

The CO-ORDINATOR POST is residential (3 bedroomed house provided). Applicants would require relevant previous experience in residential care for community living with mentally handicapped adults. A flexible approach is vital (ICDWS CBS or similar an advantage).

One CO-ORDINATOR required immediately (closing date for applications 19/06/82)

Salary **£3,420** (under review) + sleeping in allowances.

Each house has three non-resident **ASSISTANT CO-ORDINATORS**. Applicants should have some relevant qualification or experience, and/or demonstrable enthusiasm and flair for enabling individuals to reach their full potential.

Salary **£3,500** (under review) + sleeping-in allowances.

For further information contact:  
Mrs. Steven Harwood  
Ark Housing Association Ltd,  
8 Belkames Road, EDINBURGH  
EH11 4JL  
Tel: 011 447 9027

**This is an opportunity to join the top executive team of the CHARITIES AID FOUNDATION which provides to the voluntary sector a range of financial services related to contributions by corporate and individual donors. Financial throughput, now over £25 million, is growing fast.**

**A QUALIFIED ACCOUNTANT with senior managerial experience is required. Responsibility as Financial Director includes the continuing development of financial and computer systems.**

**Salary negotiable around £18,000. Preferred age 40-55. Based Tonbridge, Kent.**

**Please send personal details in confidence to:**

**Geoffrey Elms**  
**Charity**  
**Appointments**  
**146 Queen**  
**Victoria St**  
**London**  
**EC4V 4HN**

***Charity***  
***Appointments***

Applications are invited from suitably qualified and experienced persons for the vacant position.

The AIDS project offers care, comfort and support for the sufferers and the families of those suffering from both pre-senile and senile dementia. Much of this work is administered through a national network of 'Self-help' groups. We are seeking a person with a minimum of 5 years' experience in counselling services and to train representatives from our various 'Self-help' groups and other interested professionals to achieve eventually a national counselling service.

Applicants should have experience in counselling and probably a background in social work or other relevant field. The position will be based at our London Office in Fulham, but a certain amount of travelling is envisaged.

For further details an application form please contact: **Alma J. Jones**, Personnel Officer, Bank Buildings, Fulham Broadway, London SW3 1EP.

Transport is the Community  
BMCV's is looking for an energetic

## COMMUNITY TRANSPORT ORGANISER

to take responsibility for running and developing its Community Transport Scheme in Erection.

Successful B.M.C.V.'s runs a fleet of six minibuses within the conditions of the 1977 Minibus Act.

Energy, commitment, organisational ability and a full, current driving licence are essential. Possession of a Certificate of Professional Competence is highly desirable.

**SALARY: £7,232-28,282 (subject to review after 6 months).**

For details and an application form, contact Michael Chapman, Administrator, B.M.C.V.'s, 4th Floor, 37-39 Piccadilly, Bristol SD1 3TA.

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**GUARDIAN**

**Adult Training Center**  
• SOE/POI (1) \$11,001-\$12,215

**Applications are invited from** people with a professional background in the fields of teaching and training of mentally handicapped adults and/or in the fields of management and development of social services, including those involving other local statutory and voluntary organisations.

**Lessons in a 150 place adaptive centre with facilities for multi-sensory and physical activities for a disability group of people. Half day course, 1990.**

**Whilst the London and Metropolitan Police Government Staff Commission has ceased this type of selection from its training procedures, applications from employees of the GLC or other local authorities with relevant experience will particularly be welcome.**

**Application forms and further information can be obtained from: Personnel Services, Civic Centre, Rochester Avenue, Bromley, Kent, SE18 3SP. Tel: 0181 851 6294. 1294 hour answering service.**

**Suffolk County Council with Community Programmes are continuing their work in the West Suffolk area at various archaeological sites.**

**A Supervisor is required to take responsibility on a day-to-day basis for excavations and supervision of the team.**

**Candidates should ideally have a degree in archaeology, together with excavation and supervisory experience.**

**All candidates must be unemployed.**

**Please ring Trisha Holmes (0693) 517496 for an application form.**

**HEAD OF FUND-RAISING**

To be responsible for all the Association's activities in this area. Previous experience essential.

Further details from: The Administrator, RADAR, 25 Mortimer Street, London W1N 8AB.

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to join established team in  
Notting Hill, to identify poten-  
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Carnival and community arts.  
Further information contact  
David Randall, 25 Sirdar Road,  
London W11 4EQ, or tel. 01-  
727 5430.

**SENIOR COUNTRYSIDE RANGER**

This post offers a wide range of interesting and challenging duties. Successful applicants operating mainly outdoors in close contact with visitors to the Country Park.

**COUNSELLOR**

**Requirements:** We are seeking a person with counselling and social work skills to work in a team of medical and non-medical staff helping young people seeking advice on contraception and pregnancy. Salary for 12 hours per week £2,891.67.

**Health Authority  
HAMMERSMITH HOSPITAL  
GRADUATE TRAINEE ACCOUNTANTS**

Successful candidates will be trained in health service accounting and will be expected to contribute towards the professional examination. An assistant accountant will be considered for promotion to a post with a salary scale of £10,700-£13,000 per annum. The successful candidate will be expected to perform at that time. Temporary accommodation may be available.

For an application CV with covering letter, send to: Principal Accountant Westminster Hospital, 150 Duane Road, London W12 0NN.

Closing date: July 12, 1985.

**COUNSELLOR**

are seeking a person with counselling and social work skills to work in a team of medical and non-medical staff helping young people seeking advice on contraception and pregnancy. Salary for 12 hours per week £2,891.67.

Year	United States (%)	Japan (%)	Germany (%)
1950	7	7	15
1960	8	8	16
1970	9	10	17
1980	10	13	17
1990	11	16	17
2000	12	18	17
2010	13	19	17
2020	14	20	17
2030	14.5	20	17.5
2040	15	20	18
2050	15	20	18

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DIARY

THE curious goings-on in Dudley East Labour Party are regarded as so curious by a neighbouring constituency that the party has taken the extraordinary step of attacking Dudley East in public.

You will recall (this column, June 4) that Dudley E has acquired more than 30 new trade union delegates in the run-up to Dr John Gilbert's reelection. Many of the delegates belong to unions one would not normally associate with their trades. There is, as we noted, Dr Gilbert's wife Jean, who has recently decided she should join the quarry-workers' branch of GMBATU. Mrs Gilbert is a London-based interior designer.

Halesowen and Stourbridge CLP has now called for a full investigation of what it calls "a cynical attempt to predetermine the result of the forthcoming selection procedure". It lists five alleged irregularities it would like to see looked into, and talks of Mrs Gilbert's claim to be a "bona fide member" of the GMBATU branch as "giving a new dimension to an old Latin term".

The CLP's resolution adds that Dudley East "provides the best possible argument for... even the introduction of the one-member one-vote system for the selection of PPCs".

THE HIPPIES move on. The Earl of Cardigan remains and is currently consulting his learned friends, not in connection with any damage to Saesneke Forest, but with a view to using certain newspapers for seriously questioning his sanity or comparing him unfavourably with his ancestor, the Seventh Earl. The Mirror Mail, and Telegraph are in his sights at the moment.

SIR WILLIAM Rees-Mogg's diary will soon burst. He has now become chairman of Sidgwick and Jackson. He is already vice-chairman of the BBC, chairman of the Arts Council, a director of GEC and chairman of Pickering and Chatto, the booksellers, which itself is planning its own modest publishing ventures. Things may be a little overcrowded for a year or so, he confesses. "I still have two years at the Arts Council and one at the BBC, so I am looking forward a little with Sidgwick and Jackson."

The firm has been chairmanless since Lord Longford retired four years ago. Sir William is an old friend of Lord Fort, who owns the firm. "The great merit of doing half a dozen things at once is that they interweave in an extraordinary way. One does not do so much on the telephone, too—maybe four or five different things during the course of quarter of an hour."

AS IF grappling with Mr John Silkin were not enough, Mr Nigel Williamson, editor of Tribune, now finds himself tussling with feminists. He was accused at this week's editorial advisory board of producing a newspaper "by, for and about men." To which he replied: "Crap."

Witnesses at the meeting claim he then said of the women journalists tried on as a casual basis: "They've all been crap." Though he is said to have added: "Some of the men have been crap, too."

Mr Williamson cannot recall the last two alleged statements. He points to the star-studded female cast in the coming issue, but concedes that the paper "reflects the imbalance that exists in the Labour movement."

There now, sisters. Back to Mr Silkin.

A LETTER arrives, reporting to be from the Portuguese Sardine Office, protesting that yesterday's picture was in fact of a tuna tin. It will take their word in it.

HATTERSLEY v. BENN: Round 65. The most recent bout occurred during this week's TUC Labour Liaison Committee meeting to draw up its important joint statement on the economy. Mr Benn arrived with a giant sheaf of amendments, most of them cleverly culled from previous Labour Party policy commitments. Mr Hattersley refused to accept them one by one until faced with one containing a more general statement of Socialist philosophy. This Mr Hattersley said he was prepared to accept, provided it was attributed to Hugh Gait-skell. Mr Benn withdrew it.

Alan Rusbridger

# The lesson of two decades for Mr Gorbachev

## COMMENTARY

### Martin Walker



ABEL AGANBEGYAN may be the best economist in the Soviet Union. He is certainly one of the best known among foreign scholars, one of the most reform-minded, and least dogmatic. His economics institute at Novosibirsk is the prime think-tank for economic liberalisation and reform.

His confidential report, which was widely leaked, therefore caused something of a stir. He began by saying that the Soviet Union's rate of economic growth was settling uncomfortably close to stagnation at a time when the US economy was growing not only quantitatively, but undergoing dynamic technological and qualitative changes. At the same time, he went on, key sectors of the Soviet economy remained backward—housing, services, retail trade and agriculture, to name but the most obvious.

The underlying reason for the problems, Aganbegyan argued, was the wholly disproportionate share of the Soviet economy which was committed to defence. Between 30 and 40 per cent of the entire work-force was occupied in this sector, and this combined with "extreme centralism and lack of democracy in economic matters" would mean that any real improvement would depend upon very fundamental changes.

The point about Aganbegyan's leaked report was that it came out exactly 20 years ago, in June 1965. It could be re-issued today because so little has changed. But the original Aganbegyan report did help to launch the last great wave of economic reform in the Soviet Union, under the guidance of the then premier, Alexei Kosygin.

Kosygin tried to do the very things that are now being considered for the 1980s wave of reforms. He insisted that output targets for industry be calculated not on the basis of goods produced—which was an invitation to poor quality—but on the goods actually sold. He gave managers greater rights over the disposal of their "profits"—whether to use them for welfare funds, for re-investment, or for incentive payment to the workforce. And to discourage the hoarding of resources, a kind of rent or investment payment, was charged on capital equipment. Managers were also given wider powers to sack bad workers or even to lay off workers who had been made redundant through productivity improvements.

Kosygin's reforms failed, or were slip-tracked, or even ignored. The trade unions whittled away the managers' rights to fire. The central planning system actually in-

creased its bureaucratic grip. I know of one Soviet manager who was recently confronted with a new set of accounting rules he had to master. The table of contents alone took up 14 pages.

The sad tale is well-analysed in Geoffrey Hosking's excellent new history of the Soviet state. Hosking concludes that it was the entrenched opposition of the party apparatchiks to the reforms, which doomed the Kosygin plan. The final blow, he goes on, was the example of the political dangers inherent in economic or indeed any other liberalisation that emerged from Czechoslovakia in 1968.

With the failure of the Kosygin reforms in mind, what can be expected from the Gorbachev determination to galvanise the economy along very similar lines? Since Professor Aganbegyan is one of the academics Mr Gorbachev has been consulting for his own plans, and since the basic thrust of Aganbegyan's critique has changed little in the past 20

years, history could be about to repeat itself.

Even in those specially selected areas of industry where the vaunted economic experiment is under way, the jealous grip of the party hierarchy continues to frustrate reformist managers. In Lithuania, a plant director told me that he had trouble finding any real incentive to give his workers. If he gave them money he could not guarantee them things to spend it on. To give them real incentives like the right to jump several places in the queue for a new flat or a new car, he had to get support from the local party hierarchy, who were either unhelpful, looking for favours, or opposed to such favours on ideological grounds.

In the new Siberian city of Bratsk another plant director told me that both productivity and quality depended on his being able to recruit better junior executives and middle managers, and get party approval to pay them very much more. Qualified

graduates were clamouring for blue-collar jobs on the assembly line, where the pay and bonuses were better. He could not persuade skilled workers to take a sharp pay cut by joining the ranks of management; and neither party nor unions would let him introduce the kind of pay differentials that would let him solve his crippling shortage of junior managers.

Mr Gorbachev's chances of succeeding where Kosygin failed hinge upon three crucial points. First, he is hoping to bypass the trade union and central planning obstacles to better productivity by an all-out drive for technological innovation. Second, he is determined to overhaul the party apparatus

to make its officials more responsive to industrial management, more committed to reform—and to make it younger. The pace of replacement and new appointments among regional party chiefs is already hot. It will get hotter in the eight months remaining before the next party congress.

Finally, he is hoping that the ghost of Czechoslovakia, 1968, might at last have been laid. When Russians think of Eastern Europe now, they think not of the tanks in Budapest in 1956, but the success of Hungary's own economic reforms, of which Yuri Andropov was such an admirer. They think of East Germany's rates of car ownership, of Bulgaria's surging exports of fruit and wine, of Czechoslovak consumer goods. The trouble is that the party managers also think of Solidarity in Poland. Eastern Europe is not yet a model to which any Soviet leader can point with confidence.

The man with the unenviable job of making the Gorbachev reforms work is the Politburo's latest recruit, Nikolai Ryzhkov, at 55 a contemporary of a former head of the central committee's economic department, a high-level party official who took over the huge Uralmash machine building complex before he was 40, he faces the

challenge of bringing his experience in heavy industry to bear on the USSR's need for consumer goods, retail organisation, marketing, and human management.

The Soviet state has been down this path before. And perhaps the key difference that might just stop Ryzhkov from following Kosygin's failure, and stop Abel Aganbegyan from writing yet another gloomy critique in 20 years' time is the other wing of the Gorbachev reforms. While Ryzhkov strives to modernise and inspire the economy, the Politburo's other new recruit, Yegor Ligachev, will be forcing through the social and disciplinary reforms that Mr Gorbachev has promised. The new laws on alcohol have already come into effect, and new controls on the surging black economy are in the pipeline.

But if the Ryzhkov-Ligachev team are to succeed in the ambitious task they have been set, they would do well to recall the grim joke that Russia's blue-collar workers have made into something of a national catch phrase: "Of course, we have a social contract in the workers' state," it goes, "they pretend to pay us, and we pretend to work."

A history of the Soviet Union by Geoffrey Hosking. Fontana Original, £4.95.



Left: David Trippier, Minister for Small Business, right Lord Young: 'Enormous potential for clean, fast food... Above: proof of the pudding'

PETER HETHERINGTON finds food for thought in the Government's vision of expansion

## How to cater for tomorrow's growth

THE fast-expanding Happy Eaters company, like others in its field, is much admired as a symbol of a new enterprise spirit—a key to a jobs ago he says. But he has considered manufacturing industry for a career. "But the way things are going heavy industry is out especially in this country. We will still need some, but the tech. companies will provide the wealth while the jobs will come from catering, hotels, banking, and insurance. We will be one of the biggest growth industries."

Ray Whytock, who earns £5,900 a year with free food and accommodation, says his career prospects are good, although he ultimately would like to own his own business. And it is the aim of Lord Young, wealthy businessman and a former chairman of the Manpower Services Commission, to ensure that such a path to prosperity is free of those rules and regulations and regarded as tiresome and petty.

Within the next few weeks, a whole string of proposals to "get business free" the buzzword is "de-regulation"—will be considered by the Cabinet. This follows detailed work by a Cabinet sub-committee which has been studying a recent report, Burdens On Business, from the Department of Trade and Industry.

Identified options for change in ten main areas, ranging from a revision of PAYE, VAT and National Insurance procedures to a relaxation, or simplification, of planning matters, building and employment regulations to the abolition of wages councils.

A new, small task force, perhaps labelled an enterprise unit comprising people from industry as well as civil servants, may be established to monitor the new discipline.

Lord Young, assisted by the Minister for Small Business, Mr David Trippier, sees a further inevitable decline in manufacturing jobs and draws heavily on the comparison with the rundown of the agricultural sector over the years.

"We are not going to have many people employed in manufacturing, but they are going to produce a lot more wealth," he says. "Let's not forget that the 87 per cent officially employed in this country have had 2 per cent more than the cost of living for the past four or five years—they're probably 10 per cent better off than they were five years ago."

He goes on: "But if you look where the new jobs are going to come from, the vast growth will come from things like tourism, leisure, catering, where we have begun to tap the potential. How often do any of us go to eat out? We're seeing in the Little Chiefs and the Happy Eaters and all the other places the beginning of clean fast food where people can take their families out, and I think there's enormous potential for that."

Giving service, he says, should not be considered servile, and Sandy Ross says he couldn't agree more. "There's nothing down-market about being a waiter. In America, for instance, they're jolly proud to have such a job that people respect and look up to. People don't look down as they used to. The days of clicking fingers and jumping to attention have gone. A lot join us as cooks and waiters and work their way up. One of our area managers started as a washer-up."

But at what price? The claim that young people are pricing themselves out of jobs has become as familiar these days as the Thatcher/Lawson "there is no alternative" slogan. Indeed, the Burdens On Business report raises the option of "abolish-

ing or drastically relaxing the control of wages councils' controls over young people's wages which price some of them out of jobs."

Wages in the restaurants so admired by the de-regulators are certainly not high—indeed, unions attempting without great success to organise the industry say they can be at poverty level. At the Ripon Happy Eaters, a waitress over 18 earns £1.65p an hour, a cook-supervisor £1.90 an hour; a 17-year-old £1.40 an hour and a 16-year-old £1.20.

Lesley, a waitress aged 35, says the wages are "fair"—certainly higher than some of the surrounding towns. But she feels sorry for well-qualified teenagers who have to turn to catering because no other jobs are available.

Charlotte, aged 17, another waitress, says she is left with £6 or £7 a week to spend after paying her keep and financing a small car (with the help of parents) which is a necessity to get to work. She depends on tips to buy the petrol. Helen, a young assistant manageress, says: "You feel proud to be working. The jobs are around if you are prepared to look for them."

With pay already low, unions fear that some employers will exploit the freedom from wage regulation (assuming that wages councils are going) by holding rates at their current levels and no granting annual increases.

The Transport and General Workers' Union represent only around 50,000 of the estimated two million workers in the industry, and Bill Northcliffe, its national organiser for hotels and catering, says there is no stopping expansion in this sector, expected to grow by 3 per cent this year and over 2 per cent next year. "The traditional industries are dying and this is where the jobs are coming

from," he says. "But wages are pegged at rock bottom to the statutory level."

But, surprisingly, in view of high unemployment, there still can be a shortage of labour. "People say why should I work for £80 a week, when a married man with a couple of kids can receive £105 from social security—that's an indication of how low wages are," he says. But the Government also has plans to make work more financially attractive by removing what it regards as this disincentive to employment.

On the wages front, the managers in this growth industry often take a different view to the Government. Indeed, some managers are clearly unhappy with the prospect of abolishing wages councils. They view abolition as politically dangerous and morally questionable.

"There may appear some logic at first in cutting wage levels to create more jobs," said one fast food manager for a large chain in Yorkshire. "But it can get to the point when it is simply uneconomical. Put bluntly, you pay for what you get, and if you pay little, people just won't try. You've got to have some sort of conscience."

Nothing, for the moment, can stop the onward march of the catering and allied service industries. Lord Young is confident that many more jobs will be created as the enterprise culture takes root, but he cautions: "Some young people, unfortunately, will have to move because I can see great problems. Governments have tried for 20 or 30 years bringing work to some parts of the country. Industries grew there because of the industrial revolution. But the new revolution, which is a revolution of tourism—in the service sector—is in different parts of the country."

IAN BLACK in Jerusalem and MICHAEL WHITE in Washington assess the Peres initiative

## Banking on a five-point plan

THE "peace plan" unveiled in Jerusalem on Monday by the Israeli Prime Minister, Mr Shimon Peres, may not have brought a Middle East settlement any closer, but it should at least ensure that the recent spate of encouraging and innovative diplomatic activity in Washington and Amman can continue without running straight into the sand.

Mr Peres's speech, made in response to the emerging American-Jordanian initiative, put the most positive possible gloss on Israel's reservations about the drift towards new ways of dealing with the Palestine problem. Generally, it said "Yes," rather than "No," where it could be avoided. And in the Middle East that is something of an achievement.

Mr Peres, the Labour leader of the awkward national unity coalition with the right-wing Likud, is in a tight spot. Ever since the government was formed last September, any hint of movement towards negotiations on the Palestinian issue has threatened to rock, or sink, the boat. But he must also keep the Americans and their Arab partners happy.

The main message of his speech is that Israel, as well as the United States and Jordan, has views on how to pursue peace. As one of his advisers put it yesterday: "We should not just say no to Hussein on the points where we disagree with him, but also present our own proposals."

The Israeli peace plan is in five stages:

- Continuation of the talks between representatives of the US, Israel, Jordan, Egypt, and Palestinian representatives who are not PLO members.
- Establishment of a narrow Jordanian-Palestinian and Israeli coalition which will prepare an agenda for a Jordanian-Palestinian-Israeli conference, with the participation of the US.
- Enlistment of the support of the permanent members of the Security Council for direct negotiations between Jordan and a Palestinian delegation and Israel without pre-committing themselves to support the stand of one of the sides.
- Appointment of authentic Palestinian representatives from the occupied territories who will represent the position of the inhabitants, and will be acceptable to all sides.
- Convening of an opening conference within three months, at a place to be agreed on, in the US, Europe, or the Middle East.

The plan itself actually says very little that is new.

"Its main achievement is that it doesn't get Peres into trouble at home and it leaves the major practical steps up to the Americans," said one veteran political commentator.

It does not, for example, say that Israel opposes the preliminary meeting, planned for later this month, between the US Middle East envoy, Mr Richard Murphy, and the joint Jordanian-Palestinian delegation he is hoping to find waiting for him in Amman.

Nor does it say that Israel views the Palestine National Council, the "parliament" of the PLO, as part of the guerrilla organisation, and therefore disqualified from participation in peace negotiations.

Mr Peres and his Labour colleagues are known to be prepared to have PNC people involved. The problem is they cannot say so in a way that keeps the Likud in government.

Thus the call, in the fourth stage of the Israeli plan, for the appointment of "authentic Palestinian representatives" from the occupied territories, is precisely the comfortable old Camp David autonomy formula acceptable to the Likud leader and foreign minister, Mr Yitzhak Shamir.

But the plan does remind the Likud that there is, despite the PLO and the uncertainty about its role, still a "Jordanian option" and room, therefore, for territorial concessions on the West Bank. It also offers King Hussein some of the international backing—in the form of "support" from the permanent members of the UN Security Council—he needs, although not the fully-fledged international conference he would like.

With the emergence of the Israeli counter-proposal for an early Middle East peace conference, American diplomacy faces a strenuous test in the coming weeks as it seeks to maintain the momentum and its own fragile credibility with both sides.

There was no ready money being offered in any of the contenting camps in Washington on direct negotiations beginning by the end of the year, as President Reagan and King Hussein have spoken of, or within the three months envisaged by Peres. But some diplomats are betting on the preliminary meeting which King Hussein so badly wants between the US and a joint Jordanian-Palestinian delegation, probably in Amman, and possibly, say some, as early as next week.

So the official briefers set out yesterday to put a positive gloss on this latest twist to the revived process, calling it "yet another reflection of the momentum towards direct negotiation currently building up in the region," and confirming a growing consensus for talks by the end of the year. They emphasised that it is the mechanism for talks, not their utility or timing, which divides the two approaches.

Yasser Arafat, whose acceptance of Security Council Resolutions 242 and 338, justified talk of "a breakthrough" during King Hussein's visit, has still not uttered the words in public. Washington has only the king's word for it. But if Mr Arafat suddenly falls into line behind Hussein's proposals, that would not end the Reagan administration's problems. Israel would then have to be squeezed—something Washington usually finds easier to talk about than do.





# The Stock Exchange squares up to future while the Panel guards its flanks



## NOTEBOOK

Edited by  
Hamish McRae

TODAY we catch a further glimpse of life on the Stock Exchange after a "big bang" in the way it looks very much as if the Exchange will not bother to try and accommodate its backwoodsmen by introducing another scheme whereby members can sell their shares. And it looks very much as

though the Panel will distance itself from the new SIB/MIB set-up, sufficiently so that if SIB/MIB is a disaster, the Panel will survive.

The Exchange first: the argument of the council was always that the scheme it had proposed to transform members into a marketable commodity was the best one. If members voted it down, they would lose the opportunity to cash in on the undoubted value of their membership.

Members, or rather a small but sufficient minority of members did vote it down, and now have to face the consequences of their action. It is a tough old world, but the Exchange is right not to try and bail the backwoodsmen out. It has to find a way of giving the new corporate members a say in the Exchange, and a way of offering some form of membership to firms which are not yet members. fast. And this has to be done in a way which does not involve a change in the deed of settlement, for the council

cannot risk being defeated again.

The panel's problems post "big bang" are of a quite different order. Over the last few months it has gradually been thinking through the best way of building on its undoubted success in policing takeover practices.

It lost some face by being associated with the wider Council of the Securities Industry, and of course there have been occasions when it has acted inadequately or too late. But by and large it is perceived as a success and it is interesting that several of the London takeover rules it has devised are now being considered in New York.

Put at its lowest, even if the new system of City regulation is a rip-roaring success, the Panel, with its quite specific role, will still be needed. And if the whole thing flops, the Panel must avoid, as far as it can, repeating the opprobrium which will undoubtedly be heaped upon the City at large. Finding a separate funding system is extremely attractive, and getting bidders to

pay has a certain nice logic to it: after all it is they who create the need for the Panel in the first place.

The Panel is £1 million less than £1 million last year, which in the context of the deals it policed would be much less than 0.1 per cent or less than a single fee for a big takeover from a top merchant bank. Lord Hanson alone could keep it in the style to which it would like to become accustomed.

## Oil hope

If Opec gets over its present little local difficulties, the outlook for Opec and the oil industry in general is pretty bright.

Or at least so says BP in its annual Statistical Review of World Energy, out yesterday. The BP thesis is that world oil demand, which has fallen since 1973, is at last on the rise again. In fact last year was the first year to see a rise in oil consumption at all — albeit a mere

11 per cent — since the second oil shock. This year sees a brief ledge, while in 1988 demand will start climbing steadily through to the year 2000.

That ledge this year is Opec's, and for that matter, BP's problem. It is thanks to companies like BP, which of course pioneered exploration in the North Sea and Alaska, that non-Opec oil production has risen so fast. And it is thanks to non-Opec production that Opec's current output has been squeezed down to below 15 million barrels a day in May, according to BP.

That is a very low estimate — well below what other oil industry experts have been suggesting. And of course it is putting enormous pressure on Opec's ability to hold together. BP thinks it will, a judgment which only partially has to be discounted with a "they would say that wouldn't they?" remark.

BP stresses, quite reasonably, that Opec has been very successful at squeezing down its members' produc-

tion. So far non-Opec production has offset this. But BP reckons the squeeze eases next year, as demand climbs, and within 10 years Opec should be able to produce 25 million barrels a day again, greatly easing the revenue worries of its members.

At least the BP thesis will be tested very soon, in the first instance at the end of this month at the Opec ministerial meeting in Geneva. This review is going to be one of those which, in a few years time, is going to look extraordinarily prescient, or spectacularly wrong.

## Bank block

THE US banks have run into a serious road-block in their drive to develop a nationwide banking system. For the US Supreme Court has ruled that states outside the major banking centres can make regional deals — including mergers — which specifically keep out the big banks. This will intensify pressure from top US banks like Citicorp, Bank of America,

Chase Manhattan and Manufacturers Hanover, for Congress to legislate on the rapidly blossoming movement towards inter-state banking within the US. Many bankers shock at what they called the "simplistic" decision which left little scope for appeal.

The court's ruling gives the all-clear to many regional bank deals which had been negotiated in areas like the south-east — where Florida is tipped to emerge as a major banking force. It came in an 8-0 judgment upholding laws passed in neighbouring Massachusetts and Connecticut to permit bank mergers across state lines, something which Federal laws have banned except by local authorising legislation, since the 1930s.

American banks strike the visitor as startlingly parochial in many of their services but pressure towards merger, regional and even national services have been growing apace, albeit reluctantly in some states. More than half the 50 states have either

passed laws permitting regional banking or have legislation pending — most of it specifically excluding the big banks of New York, California, Texas and Chicago.

## Bad timing

RED faces at Tarmac yesterday. At its annual meeting, one of the items on the agenda was to vote on an increase in the authorised share capital. The vote was duly passed. This is convenient, as its registrar, already sent out to some shareholders certificates for the additional shares to be issued, dated June 14. One shareholder, who had shared her certificate that morning, pointed this out, and asked what would happen if the meeting voted the resolution down.

The Tarmac board was suitably flummoxed, as it jolly well should have been. A swift note to the registrar, NatWest, to check which button they press on the computer in future?

## Role reviewed ahead of changes in the City

# Takeover Panel considers charging bidding firms

By our Financial Staff

The Takeover Panel is considering whether to charge bidding companies for its services as part of a wide-ranging review of its role ahead of the changes which are sweeping away the City's existing investor protection arrangements.

A decision has to be made on the future of the Panel — including funding arrangements — by the end of the year. The 10-man executive and 14 Panel members hope to persuade the Government and Bank of England that they should continue to act as an independent watchdog for takeover affairs.

The Panel maintains that its existing areas of jurisdiction are different from those of the newly formed Securities and Investments Board, which has

been created by the Government to protect broader investor interests.

A new-look Panel would also reflect the changing face of the London market by adding representatives of overseas brokers and banks and the National Association of Securities Dealers and Investment Managers (NASDIM) to the existing team. The existing arrangements whereby the chairman and deputy chairman of the Panel are chosen by the Governor of the Bank of England and other members nominated by bodies working in the market, would continue.

A proposed levy on bidding companies would help ensure the Panel's independence in the new market place. The scheme could be made more acceptable by introducing a cut-off point so that bids below

a certain size would not incur any charges.

The radical proposal for funding the Panel would also pave the way for an expansion of its existing jurisdiction, which is hard pressed to deal with the present wave of bids on the London Stock Exchange.

Pressure for a decision on the future of the Panel is likely to increase during the summer as the year-end deadline for winding up the Council for Securities Industries, which currently funds the Panel, approaches.

Mr Jasper Holm, chairman of the Panel, said in his annual report earlier this month that the success it has gained over the years and the esteem it has earned are powerful arguments for keeping change in its structure and constitution to a minimum.

## Buenos Aires to get IMF money

From Michael White

IN WASHINGTON: THE International Monetary Fund yesterday confirmed its decision to resume payment of the remaining \$1.5 billion of its stand-by credit to Argentina as the Alfonsín government in Buenos Aires hit the financial bullet and devalued the peso by a mere 18 per cent. Further austerity measures are expected.

Some \$235 million from the 15-month credit had already been used by Argentina when the fund suspended the facility on April 1, following Argentine defaults on its agreed obligations. The resumption of the credit comes just in time, since there has been speculation here that without it, US banks would have to write off some of its \$45 billion in foreign debt — which has been downgraded the credit-rating of those debts, with serious repercussions for the banking system.

Negotiations between Buenos Aires and the IMF reached agreement at official level last week. But only yesterday did the fund's managing director, Mr Jacques De Larosiere, send a telegram to Argentina's Finance Minister and the Central Bank governor confirming that he would be supporting their letter of intent — a programme of economic austerity concentrated as usual on containing inflation which is currently around 35 per cent a month or 120 per cent a year — when the IMF's executive board next meets.

Meanwhile bridging finance will be provided by several governments, notably the US Treasury, to the tune of an expected \$450 million. The Argentine devaluation brings the peso to 758 to the US dollar compared with 705 previously, pulling it some way towards more realistic levels. Traditionally only "mini-devaluations" of 1 per cent or so have been attempted.

No details of the deal between his officials and the IMF have yet emerged, but clearly yesterday's devaluation is part of the package.

## Liberty Life makes reluctant offer for Capco

By Mary Brasier

South African assurance group, Liberty Life yesterday launched a £173 million takeover offer for property group Capco & Counties, but soon made it clear that it was a reluctant bidder.

Liberty Life, through its UK offshoot, Transatlantic Insurance Holdings, has held a 29.9 per cent stake in the property group since 1981. It triggered a full scale bid by buying a further 4.8 per cent holding yesterday from the British Rail pension fund, taking its stake to 34.5 per cent.

But Liberty Life chairman Mr Donald Gordon says he has no intention of taking control of Capco and if his bid succeeds he will place the extra shares with institutions. He is offering just 225p a share to Capco shareholders in an attempt to dissuade them from accepting the offer. "If holders wish to take 225p in cash that is up to them. I feel very relaxed about the extra value we are offering just 225p a share to Capco shareholders in an attempt to dissuade them from accepting the offer. "If holders wish to take 225p in cash that is up to them. I feel very relaxed about the extra value we are offering just 225p a share to Capco shareholders in an attempt to dissuade them from accepting the offer."

He added that he was quite happy if Transatlantic held an increased stake of 34.5 per cent. "There has been a close association between us. We have two members on the board and they have been very supportive, providing us with a strong financial partner and wisdom and expertise at board level."

Transatlantic also holds major stakes in Sun Life Assurance and Continental and Industrial Trust but Mr Gordon said it had no plans to increase its shareholdings.

Transatlantic wants Capco to retain its Stock Exchange listing and to keep a market in the company's shares. But Mr Gordon said the offer of the near 5 per cent stake from the British Rail pension fund, Capco's second largest shareholder, was "exceptional". "I was not anxious that the stake should go elsewhere," he added.

But the manoeuvring has left Capco not a little confused. Managing director Mr Dennis Marler says the bid took him completely by surprise and after an emergency board meeting yesterday morning, he and his colleagues said the 225p price did not "reflect the present value and future prospects of the company."

Mr Marler was not aware that it was precisely the reaction Transatlantic wanted. "If he does not want the bid to succeed that is news to me," he declared.

He added that he was quite happy if Transatlantic held an increased stake of 34.5 per cent. "There has been a close association between us. We have two members on the board and they have been very supportive, providing us with a strong financial partner and wisdom and expertise at board level."

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## Panic selling in Hong Kong

From Brian Keady

Local share prices plunged in Hong Kong yesterday with panic selling in the aftermath of last week's collapse of the Overseas Trust Bank.

The Hang Seng Index closed down almost 80 points, at 1,452, wiping out the modest gains made on Monday. Analysts said several factors were behind the dive.

There was heavy selling from overseas fund managers, especially British institutions, and persistent rumours of instability and liquidity problems in local secondary banks.

It was also rumoured that the Financial Secretary, Sir John Bramley, was due to make an announcement this afternoon. Sir John dismissed the rumours as "rubbish."

But coming after yesterday's decision by the Singapore-based Hong Leong group not to buy OTB's subsidiary, the Hong Kong Industrial and Commercial Bank, the market remained nervous.

Meanwhile, Patrick Chang, OTB's former managing director and son of the bank's founder, appeared in court again with another former OTB director, Mr George Leow.

They were jointly charged with conspiracy to defraud shareholders, depositors and creditors of the bank.

They are alleged to have dishonestly caused the bank to make inadequately secured loans, to have concealed the identity of borrowers and to have disguised the nature of loans in the bank's records. The charges cover the past three and a half years.

Their applications for bail were rejected and they were remanded in custody until June 21.

Detectives of Hong Kong's Commercial Crimes Bureau are trying to locate Mr Simon Yip, chairman of the defunct deposit-taking company, Dominion Finance.

Last week, the Banking Commissioner, Mr Robert Fell, said a large part of OTB's funds flowed out through the company.

Mr Yip vanished in April, allegedly on a business trip to China, after the winding up of Dominion Finance.

## Defeat fails to slow SE aims

By Peter Rodgers

CITY EDITOR: The Stock Exchange Council made it clear yesterday that it would carry on regardless in introducing new outside firms to the Exchange, in spite of the narrow defeat last week of its proposals for direct corporate membership.

In a statement which indicates that the rebels will largely be left on the sidelines, it said: "The narrow failure of the constitutional proposals did not affect any of the changes which are planned in the market or the rules which will permit new entrant firms to come into the Stock Exchange."

The defeated proposal would have given members the right to sell some of their shares in the Exchange to newcomers but the council appears to be concentrating on proposals for asking new corporate members to pay a fee instead.

The size and details of the fee scheme are undecided, but the Stock Exchange's decision of settlement forbids it to distribute such fees among members. This means that the rebellion could leave members with no recompense at all, now that the share scheme has been shelved.

Some smaller firms were hoping that their younger and less prosperous partners would use the proceeds of share sales to inject new money into their partnerships, according to one source.

The council said after a meeting that "Work will continue with the formulation of the rules necessary for the new market structure including rules to admit outside houses both to the gilt edged market and to the equity market."

Two new rebel faces appeared last night on the list of candidates for the 13 vacant places on the Stock Exchange Council, together with Mr Jeremy Lewis of Seymour Pierce. He surprised the Exchange by announcing that he would then later he put himself up for reelection. Mr Lewis has been one of the principal rebels who opposed the constitutional amendment.

Other rebels seeking election are Mr Simon Knott of Green & Co (222 million) and Mr Ian Rankine of Walker Crips.

Other candidates included Mr Andrew Hugh Smith of Capel Cure Myers who was defeated in a tie breaking toss of a coin last time round.

## NEWS IN BRIEF

THE amount of capital available to the European Investment Bank for lending within the European Community and in associated countries has been divided into £17.3 billion. This is the first increase since 1981, and will be achieved by an increase in subscriptions from the ten existing EEC member states, with a further £1.4 billion coming from Spain and Portugal when they join the European Community on January 1.

The United Kingdom was the second largest destination of EIB loans during 1984, with projects there receiving some \$521 million.

THE American computer company, Amdahl, is investing £12 million in expanding its factory in Dublin, which already accounts for 40 per cent of the group's production. The expansion, granted by the Irish Industrial Development Authority, should increase employment from 350 to 550 by 1988.

MANAGERS of STC's capacitor unit in Wrexham have bought the factory and will run it as a new independent company called Rescum Components. The move has been supported by local finance, including a "significant amount" from local councils.

## Baker to approve £15m for GLEB

By David Simpson

THE Government is expected to approve the release of funds to the GLC-controlled Greater London Enterprise Board later this week, following an emergency meeting yesterday between GLEB and GLC officials, and the Minister for Local Government, Mr Kenneth Baker.

Mr Baker has agreed to a further meeting on Friday after hearing the GLC officials' arguments for the urgent release of the £15 million balance of total £20 million funds earmarked this year by the GLC for the enterprise board.

The Department of the Environment, under its new powers ahead of the abolition of the GLC next March, had been blocking the funds until the GLC had arranged a transfer of responsibility for the enterprise board to the London boroughs. This movement, however, is unlikely to be completed formally for several months.

At yesterday's meeting, Mr Baker indicated that one factor constraining the DOE from sanctioning any further release of funds was the possibility that the GLC was considering floating off the GLEB independently before next March. The department's legal advisers, he told GLEB, had suggested that this action could be feasible.

The GLC appears to have assured Mr Baker that it has no intention of pursuing this line, and indeed, has never considered it.

Mr Baker also asked for the GLC to supply a forecast of GLEB's net assets at the time of the projected transfer to the London boroughs, and this figure, which is likely to show a comfortable balance of assets over liabilities, will be provided to the DOE today.

GLEB representatives stressed in their case to Mr Baker that the withholding of funds was currently jeopardising 20 new projects which could create up to 1,000 short-term jobs within Greater London.

Equally importantly, they said, many of GLEB's existing 200 ventures, which have created or safeguarded 3,500 jobs in London, were now being endangered by the unavailability of promised new funds.

While it appears improbable that the Government will be able to put forward a viable case for continuing its refusal to allow the release of investment funds for GLEB, there is still a possibility that Mr Baker, under pressure from Cabinet colleagues less sympathetic to the aims and achievement of the enterprise board, may decide only to leak out the proposed £15 million in further quarterly tranches of £5 million.

## North top in farm income

By Rosemary Collins

AN analysis of farm incomes carried out by the University of Manchester has shown that the highest paid farmers in the country live in Northumberland and Cumbria. The area had an average net farm income of £25,439 a year.

In the arable counties of eastern England where most people would guess the top farming earners live, 3 per cent of farmers had a net income above £25,000 but 7 per cent earned less than £5,000.

## Lawson leans on the banks

By Peter Rodgers

CITY EDITOR: Mr Nigel Lawson yesterday leant hard on banks and other high street financial institutions to use their branches to spread the ownership of the first Manx Macmillan memorial lecture.

He also revealed that there is a backlog of over 900 applications for employee share schemes under the proposals passed in last year's finance act. The Inland Revenue has been overwhelmed by applications and has only been able

to approve 390 — still more than one a day — he told the House of Commons. Mr Lawson said "The Government had made enormous strides in spreading share ownership."

Delivering the first Manx Macmillan memorial lecture, he also leant hard on City firms to persuade them that dealing costs for small investors should drop after the Stock Exchange Big Bang, rather than rise, as many have predicted.

The linkage of stockbroking firms to banks "opens up many new marketing opportunities," he said, and in addition

building societies will soon be able to offer securities to their customers.

Mr Lawson said "The Government can only do so much. But our experience over the past six years suggests that if they are prepared to make such an investment in educating the British public advantages of share ownership and in exploiting the possibilities of their distribution systems, there is a major market waiting to be tapped."

Mr Lawson was lyrical about the political and social benefits of spreading share ownership, saying "we are witnessing little short of a revolution."

## Find boosts BP shares

By Andrew Cornelius

Shares of BP jumped by 12p to 525p on the stock market yesterday on news that a huge discovery of gold, uranium and copper in South Australia could be commercially developed from mid-1987.

A feasibility study of the Olympic Dam Project by BP and its partner, Western Mining Corporation Holdings, has identified reserves which would support annual production of 90,000 ounces of gold, 2,000 tonnes of uranium oxide, and 55,000 tonnes of copper. The gold production alone is worth \$27 million (£22 million) a year at today's prices.

BP and Western Mining will decide whether to go ahead with a £280 million development of the Olympic Dam site, which is 325 miles north of Adelaide, within the next six months.

The initial development at Olympic Dam would have a lifespan of at least fifteen years. The deposits were discovered by Western Mining in 1975. The joint venture with BP was formed in 1979.

CRA, a subsidiary of the RTZ mining group, has today announced a joint venture development with Mitsubishi Denki to explore the Oakland coal deposit in southern New South Wales in Australia.

## Lawyer wants \$60m Laker fee

By David Simpson

Settlement of the \$1 billion action brought by the liquidator of Laker Airways against a number of international airlines, including British Airways, is appearing increasingly jeopardised by demands for a \$60 million fee payment being made by the US lawyer acting for the liquidator.

Almost all the creditors of Laker have agreed to a settlement offer worth \$65 million which has been proposed by BA, but the US lawyer, Mr Bob Beckman, who has personally been offered an \$8 million payment by the state airline, is

holding out for the larger fee. Mr Beckman has stated that his contract entitles him to a payment equal to 20 per cent of any settlement, and is insisting that the real settlement figure is the identified total sum of \$300 million owed to all Laker creditors, rather than the agreed settlement of \$65 million.

Mr Beckman is due to present a report outlining the details of his claim on Thursday to a Federal Court in Washington which has been hearing the case.

Mr Beckman's move could lead to yet further delays in the planned privatisation of BA, originally scheduled to

take place last February. A new legal action against BA and the other defendants in the Laker suit is also raising doubts about the state airline's flotation.

Loroux, the international trading group headed by Mr "Tiny" Rowland, which set up two joint ventures, Skytrain Holidays and People's Airline, with Sir Freddie Laker after the latter's failure, has also declared its intention of suing the international airlines for conspiring against its new companies.

The group has not yet filed an action in the US but has notified BA's solicitors that it is ready to seek damages of

\$327 million, equal to three times the profits it claims to have lost largely as the result of People's Airline's failure to get on the ground.

Should the Loroux claim develop, any settlement, the short-term casualties would include the 16,000 Laker ticket-holders at the time of the airline's collapse, whom Mr Rowland promised to reimburse personally when he established his two joint ventures with Sir

They have not yet received any compensation from Mr Rowland, but have been promised payment in full under the terms of the proposed BA settlement.



# Real computer shakeout is yet to come

## Old-time dwarfs ready to fight to survive. Peter Large reports

TODAY'S shakeout in the microcomputer business is but the beginning. By 1990 — and maybe much earlier — huge multinationals of the wider computer world will be locked in a survival battle with the might of IBM. And the first to suffer could be some of the old-time dwarfs.

They were dubbed the seven dwarfs in those distant days when there was something definable as a computer industry. They were the American companies that took the pickings left by IBM, like sparrows pecking in the wake of a pigeon. Five are still in the game: Burroughs, Control Data, Honeywell, NCR and Sperry.

They are multi-billion-dollar multinationals, dwarfs only in comparison with the giant, and they mostly share long histories of earlier pre-computer business. Only Control Data was actually born of the first computer age.

Today, the sizeable dwarfs are seven times seven, and even include a few Europeans, but none of them are simply computer companies any more. They are in the ubiquitous business of information technology (IT), earning their living by providing the means of handling information in office and factory. They don't sell computers; they sell solutions in which the machines are merely the basic components.

Most dwarfs survive by finding business niches that avoid head-on confrontation with IBM; some insist that they are little concerned by the final outcome. IBM's advanced even further. Thus the imbalance of power remains essentially the same as it was a decade ago — one company supplies about two-thirds of all the world's computers by value.

But the original dwarfs could live with that. Why should they be under threat today? The answer lies not only in the rise of Japan and the new significance of telecommunications, but also the emergence into world prominence of "pure" IT companies, competitive newcomers whose whole business is computer-related, and who tend to be sharper on the trigger.

The obvious example is the American Digital Equipment Corporation, founded in 1957, yet not originally considered a dwarf because it made those new-fangled mini-computers. Today Digital is second to IBM.

The original dwarfs have the strength of a long-established customer base but the weakness of needing to adjust from old industrial structures and thinking.

NCR, for instance, used to stand for National Cash Register and it is from that background that the company has developed its strength in banking and retailing automation. Sperry, which claims to have made the first com-

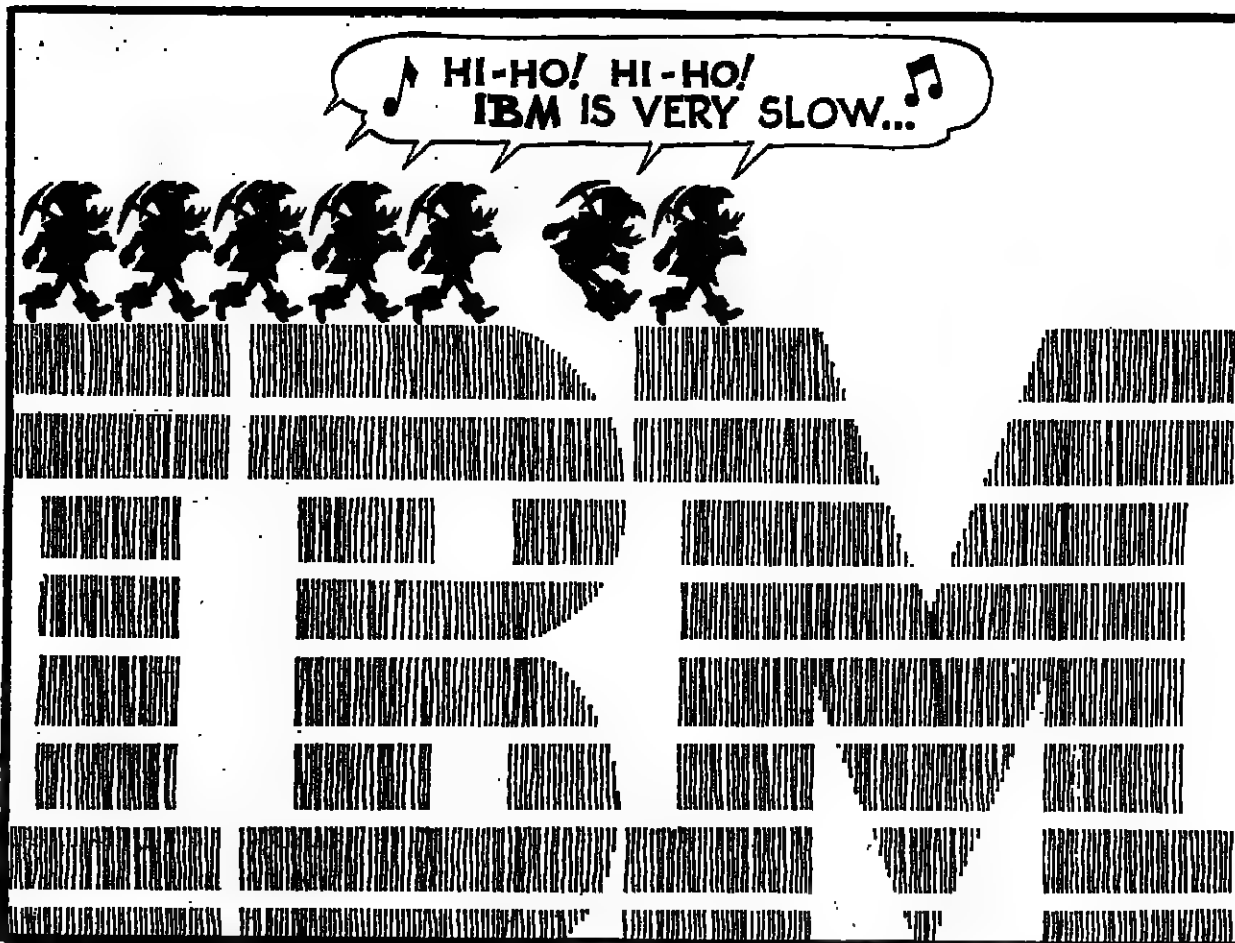


Illustration by Peter Clark

mercial computer, the Univac, in 1951, still has a range of businesses spreading from combine harvesters to gyroscopes, though 80 per cent of its income today comes from IT.

Similarly, Honeywell — 100 years old this year — still makes thermostats, which were the start of its business in Minneapolis, where it still has its headquarters.

Honeywell makes a good example of the challenges facing the dwarfs, because it has yet to complete the process of reshaping for the rougher ride ahead. One of its current aims is to build better bridges between its business segments within the old computer days could largely operate alone but are now in that omnibus IT market.

The computer business

use of the clunky label "Honeywell".

Mr Spencer refuses to endorse about this. "There is no magic way to create young entrepreneurs in big companies. They cannot have a whole lot of unguided missiles running round the place, though it is important to ensure that young high fliers are not chopped off when one of their projects fails. The thing that cannot be done in big corporations is to offer entrepreneurial stock fortunes.

"We have good people who leave to take that opportunity. It is very difficult to retain such people."

An example of Honeywell's new generation is the man in charge of a key area for all the dwarfs — telecommunications. A Welshman who has not yet had time to graft on a mid-West accent.

A major hope for the dwarfs' continued co-existence with IBM is the development of international communications standards and here corporate strategies actually coincide with the interests of mankind.

One can safely use that pompous phrase for this reason: if there is freedom of communication between computers across the world, so that Brand A can automatically talk to Brand B, then the fact that most of those boxes come from one company may not spell total disaster.

If the software industry also retains considerable small-firm independence in supplying IBM as well as individual customers; and if computer operating systems are developed more widely (to enter the dubious region of analogy) the outcome could be no worse than if we all had to buy the same make of car but were free to choose our petrol, vary the accessories and even tinker with the engine.

But if methods of communication also depend upon IBM's technology, then deci-

The original dwarfs have the strength of a long-established customer base but the weakness of needing to adjust from old industrial structures and thinking

proper produced about 30 per cent of Honeywell's revenue last year, but microelectronics are now at the heart of all the business, from aerospace and defence, to factory automation and building control systems.

Some Honeywell executives admit that the impetus to change has come from the demands of long-standing customers who have moved faster than Honeywell itself in starting to co-ordinate their businesses. Linking factory computers to office computers, in overall information management systems.

In mid-transition, Honeywell's figures last year were revenues of \$6 billion and net earnings of \$239 million. But IBM's figures are \$45 billion and \$6.5 billion respectively. IBM grew by 13 per cent in 1984. Honeywell grew by 7 per cent.

There is no doubt that the debt-crisis has boosted the power of the IMF. John Spraos examines its shortcomings

terms which will not impoverish the lenders — are not required to do anything which affects adversely their bottom line.

Yet if the Brazils and Mexicos of this world borrowed more than they could sustain in the light of subsequent events (rocketing of real interest rates, collapse of primary product prices and their own mismanagement), the creditor banks lent more than was prudent. Both parties share responsibility for the mess and there is no reason why the banks should not bear a fair share of the cost of adjustment.

It is often not realised that the IMF's very real power in the debt situation extends as much over the creditors as over the debtors. For the hundreds of creditor banks the risks of not accepting the terms of fund-packaged settlements are very large.

If total default is too extreme a debtor option to be credible, the risk of individual banks being picked off one by one and squeezed into conceding highly favourable terms for settling with large debtor countries could not fail to disturb the bankers' sleep.

With such power at its command, what contribution to the resolution of the debt crisis has the fund extracted from the creditor banks beyond rescheduling, which is (so far at least) relatively painless? Or, to phrase the question from the standpoint of the debtors, how much have they got in return for allowing their "big-debtor power" to be matched by a common bank front?

Maybe the creditor banks could have formed, spontaneously, a cartel to square up to the debtor countries, but how much easier for them to have the IMF acting, de facto, as a cartel coordinator. And how convenient that the same time the IMF is exerting all its power against a concerted approach by the debtor countries. (The argument advanced is that since the circumstances of debtor countries differ, a case-by-case approach is appropriate. Do the creditor banks not differ?)

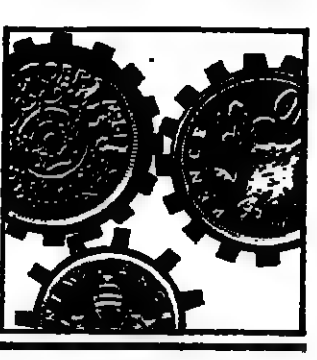
Cheered by the rich countries, the fund has been insisting on conditions so tough, before granting assistance, that member countries delay recourse to the IMF for as long as possible.

Fund toughness incites delay and sets up a destabilising sequence of events. Who knows how much the international debt crisis, for the management of which the fund has been earning so much kudos in the rich countries, has been exacerbated by its own policies?

John Spraos is Emeritus Professor of Political Economy, University of London, and Honorary Research Fellow, University College, London.

# Cheered by the rich and tough on the poor

## The debt-crisis has boosted the power of the IMF. John Spraos examines its shortcomings



### ECONOMICS AGENDA

THE Bonn economic summit nodded at the international monetary issues and passed on. The finance ministers of the Group of Ten (rich industrial nations) will grapple with them in June but, despite a two-year study initiated at the Williamsburg summit, the ministers will surprise even themselves if they agree on more than ambiguous rhetoric and anodyne proposals.

All the world knows that there are serious international monetary problems, of which two have been grabbing the headlines for a long time: the instability of exchange rates and the international debt crisis. But of the governments represented at the summit only the French believes that the former calls for institutional reforms, while all the rich countries are exceedingly satisfied with the IMF's handling of the latter.

Indeed, in developed countries the fund is now held in very high esteem by governments, financial communities and most of the press. After a spell as the unregarded sister, following the collapse of the Bretton Woods exchange rate regime, the fund currently outshines its twin, the World Bank. The latter is suffering from the fallout of the anti-inflation, anti-redistribution propaganda explosion, despite its financial hard-headedness and its non-radical approach to economic development.

The satisfaction with the IMF is not shared by the less developed countries. It is not just that, as debtors, they find unpalatable the remedial measures needed for maintaining solvency; more fundamental is the asymmetric exertion by the IMF of the power which the international debt crisis has placed in its hands.

On one side the debtor countries are pressed into severe contraction and rigorous belt-tightening with a view to restoring solvency with extreme haste. On the other, the creditor banks while asked to reschedule their clients' debts and in some instances to stump up some extra cash — both on

## PUBLIC APPOINTMENTS

**North Cornwall Heritage Coast Project**

**Heritage Coast officer**

**SALARY S.O.1 (£9,477 — £10,107)**

The North Cornwall District Council and the Countryside Commission are intending jointly to promote a heritage coast management service, initially between Bude and Polzeath. A project officer, to be employed by the District Council, is sought for three years in the first instance, with a longer term possibility.

Applicants should be qualified in a branch of land management/planning/natural sciences, with a proven ability to communicate with a wide range of organisations and individuals. They should also be capable of devising and implementing projects, as well as supervising volunteers and MSC projects. A current driving licence and car are essential.

**CLOSING DATE FOR APPLICATIONS: 28th JUNE, 1985.**

For application forms and further information please write to:

A. C. Philp, B.Sc., M.R.T.P.I., Planning & Development Officer, North Cornwall District Council, 3/5 Barn Lane, Bodmin, Cornwall, PL31 1LZ. Tel: Bodmin 4121

**NORTH CORNWALL DISTRICT COUNCIL**  
in association with the

**Countryside COMMISSION**

**LONDON BOROUGH OF REDBRIDGE PERSONAL SERVICES DIRECTORATE — PLANNING AND ADMINISTRATION SERVICE**

**PLANNING AND RESEARCH OFFICER (Project Development)**

**Salary £9,189-£9,771 inclusive**

The Directorate comprises Social Services, Housing, Environmental Health and Planning and Administration. This key post has responsibility for policy analysis and development work necessary for Directorate Capital Projects can proceed, involving liaison with a wide range of professionals and representatives of the voluntary sector.

The postholder will also be expected to take the lead in planning and research for Directorate services concerning elderly people. Current research includes evaluation of extended care sheltered housing. Applicants should have knowledge and/or experience of our services, an aptitude for resolving complex service planning problems and the initiative to see plans through to implementation. The person appointed will join a team of seven and work closely with colleagues in Training and Community Development.

For an informal discussion contact: Mr. Peter Whittingham on 01-478 3020, extension 208.

Application form and job description available from: Director of Personal Services, 17/23 Clements Road, Ilford, Essex, or telephone our answering service on 01-478 3020, extension 217, or outside office hours on 01-478 1542.

Please quote reference number 521.

Closing date: June 28, 1985.

**ST HELIER (CARSHALTON) CAB LONDON BOROUGH OF SUTTON ORGANISER**

**Salary £3,180 to £3,771 p.a.**

Required full time to run a bureau, situated in an area of local authority housing, in socially deprived part of Sutton, currently staffed by part-time Deputy Organiser and service worker and team of volunteers. Main areas of work: Housing, Welfare Benefits, and Family and Personal.

Relevant service work experience and management ability necessary, CAB training an advantage.

Closing date July 3, 1985.

Interviews July 26, 1985.

For further details and application form send stamped addressed envelope to: Jean Ellis, South London Area Secretary, GLC/CAB, 31 Wellington Street, London WC2E 7JH, quoting reference 528.

**Citizens Advice Bureau**

**DEPARTMENT OF PROFESSIONAL & TECHNICAL SERVICES**

St. Helens is a Borough with a population of 190,000. It has designated District status with substantial areas of derelict land and an urban fabric in need of renewal. At the same time it has areas of high quality agricultural land, commuter villages, and is in a central regional location.

There has been a major restructuring of Local Authority Departments. The main outcome of planning has been the establishment of three Area Teams to deal with all aspects of development control and local plans. The following posts relate directly to the establishment of these Area Teams.

**PLANNING ASSISTANT (AREA TEAMS) 3 POSTS**

**Scale 3/SO2 £5,922-£11,025**

These vacancies have arisen because of promotion and early retirement. The posts are within the Area Teams, reporting directly to the Area Team Leader, dealing with the full range of development control, local plan and implementation work. Three Local Plans have been adopted and are being implemented with work progressing on two others. Almost 1,000 planning applications are received each year. Other work includes GLA/H.A.A. schemes, environmental improvement projects, conservation area work and community development schemes. The variety of work provides good career opportunities for qualified planners to broaden their experience.

For an informal discussion please ring Tom Ferguson, Area Team Leader, (0744-24081) Extn. 3117, or Terry Welch, Planning Officer, (Extn. 3143).

**PLANNING ASSISTANT (BOROUGH PLANNING)**

**Scale 3/SO2 £5,922-£11,025**

This post is in the group dealing with a wide range of strategic and policy planning and information systems. Current work includes employment analysis, housing policy, developing an environmental strategy, reviewing shopping policy, developing computer information systems. We are linked via a terminal to the County Joint Planning Information System.

Applicants should be numerate graduates with an interest and probably experience of policy planning. A flexible and imaginative approach is essential since a wide range of issues are likely to be covered. Initially, work may be mainly on housing. Experience in the use of computers would be an advantage.

For an informal discussion, please ring Dave Standfast, Assistant Planning Officer, on 0744-24061 Extn. 3228.

For application forms and further particulars contact Gillian Turner or Debbie Outton, on St. Helens 52120 / 52125, and return completed forms to the Personnel Services Officer, Chief Executive's Department, Town Hall, St. Helens, Merseyside WA10 1TH, by Friday, 28th June 1985.

As part of the Council's Equal Opportunity Policy, applications are welcome from people regardless of disability, marital status, race or sex.

**St Helens METROPOLITAN BOROUGH — A Community Authority**

**HOSTEL SUPERVISOR**

St. Helens Housing is an organisation working for an improvement in the housing conditions of the single homeless in St. Helens.

We now require a supervisor for 2 of our hostels in Central London. Flexibility required — sleep in duty 2 nights per week.

Salary £7,400 — £8,300 inc. L.W. 4 week and public holidays per annum.

Please telephone for an application form 01-495 1234. Return date for applications 27th June 1985.

St. Helens Housing, 217 Harrow Rd., London W2 2EH.

**BLOOMSBURY HEALTH AUTHORITY THE MIDDLESEX HOSPITAL**

**PRINCIPAL TECHNICAL ACCOUNTANT**

Salary Scale 16 £11,840-£14,267 p.a. inclusive

This post has become vacant following promotion, and is responsible for the management and development of computerised financial, manpower and statistical information systems. As well as maintaining the Treasury's computerised service section, the successful applicant will have major responsibilities for the development and extension of clinical budgeting, and providing support for the Senior Assistant Treasurer in the financial part of the Authority's planning process.

For informal discussion, please contact Mr. A. Morris, Senior Assistant Treasurer (Planning and Technical), on 0-206 3233 Ext. 7281, or Mr. J. McQuillan, Deputy District Treasurer, on 01-426 3593 Ext. 71-72.

Application form and job description from Miss A. Philp, Office Manager, Treasurer's Department, The Middlesex Hospital, Mortimer Street, London W1N 8AA.

Closing Date: 28th June 1985.

AN EQUAL OPPORTUNITIES EMPLOYER

**TRUST FOR WESSEX ARCHAEOLOGY**

**ARCHAEOLOGICAL OFFICER (FINDS PROCESSING) and ARCHAEOLOGICAL ASSISTANT**

Applications are invited from men and women for the full-time posts of Archaeological Officer (finds processing) graded as NCS Scale 5 (currently £7,524-£8,262 p.a.) and Archaeological Assistant graded as NCS Scale 3 (currently £5,922-£6,420 p.a.).

Both posts will be based in Salisbury although the successful candidates will be expected to work on a variety of projects throughout the Wessex region. Requests for full details of the required qualifications and necessary experience and letters of application should be addressed to:

The Director, Trust for Wessex Archaeology, The Archaeological Centre, 65 The Gables, Salisbury, Wiltshire, SP1 2EN. Tel: (0722) 26857.

Applications must arrive no later than July 19th, 1985.

**NORTHERN ADVISORY GROUP ON DISABILITY DEVELOPMENT OFFICER**

NAGD is a regional organisation of Associations and Councils for the Disabled operating throughout the Northern Region. A Development Officer is required to support and develop existing organisations and to facilitate new Councils/organisations where necessary. The successful candidate will be over 25 years of age and will be suitably experienced in development work, communication, and have an awareness of the needs of people with disabilities.

Salary: £7,325 p.a.

For job description and application form, write to: NAGD, The Dana Centre, Castles Farm Road, Newcastle upon Tyne NE3 1PH.

Closing date: Monday 24th June 1985.



BRITISH pensioners abroad are being robbed. Having chosen to live in the sun in some of the countries which used to form the old British Empire, they find themselves trying to take out pensions which haven't changed since the day they stopped working, or have not kept pace with inflation.

In Australia, some 85,000 British pensioners every November count the cost of leaving these shores. It is then pensions are increased at home, but the people in Australia never get the full amount.

At least, they are better off than the 41,000 pensioners who have emigrated to Canada, often to join children. They get no increase at all. In fact, if they left Britain 15 years ago they are still getting a single pension of £5 a week, while those who joined them ten years ago will be managing on £11.60 a week, compared with the current rate in Britain of £35.80.

It's the same for the 21,000 in New Zealand and the 15,000 in South Africa. The only way they can get an increase in the pension they paid for all their working life through national insurance contributions is to return to Britain.

But the 9,000 pensioners enjoying the Spanish sun, the 7,000 in West Germany, 6,000 in Italy, 5,000 in Jersey and 4,000 in Guernsey all receive a pension which steadily increases because these countries have a reciprocal social security agreement with the British government.

There doesn't seem to be any logic as to which countries have an agreement, which makes retiring to the sun a little tricky.

The carefree beach life in the Bahamas will cost more dearly than that in Bermuda or Jamaica because the last two have an agreement to index link pensions, just as they are at home.

The United States of Amer-



Keeping sunny side up - picture by Kenneth Saunders

## Frozen out of a place in the sun

Lindsay Cook on the need to think twice about retiring abroad

ica severed its links with Britain in an acrimonious way, but British pensioners, who currently number 28,000, get a better deal than those over the border in Canada, which is part of the Commonwealth. They get the full increases in their pensions.

And a new convention with America, which comes into effect in 1988, will allow British people who work in the United States to count any contributions to the social security system there towards a pension that they will later draw in Britain, and vice versa. There's a limit of five years contributions which can be transferred in this way.

The Philippines signed a convention in February, which will allow pensioners to get increases after it comes into force later in the year.

But there's little chance of deals being done to give the full increases to those living in the countries to which most Britons choose to emigrate because it would cost too much and the emphasis is on reducing the social security budget.

The countries of the European Community pay pensioners the full increases, as do Spain, Yugoslavia, Switzerland, Gibraltar, Norway, Sweden, Finland, Mauritius,

Turkey, Portugal, Israel, Malta, Jersey, Guernsey, and Sark.

If you are planning to retire abroad, you should tell the social security office in plenty of time and you will then be informed how the pension will be paid.

It may be sent directly to your address abroad every four or 13 weeks, or to a bank or savings account in the United Kingdom, or paid to a person you have nominated as your agent in the United Kingdom.

The Department of Health and Social Security leaflet NI 38 gives details of social security benefits outside the

European Community and is a good starting point because it lists which countries have a reciprocal agreement to pay the full pension and which do not.

There are also leaflets available from the DHSS Overseas Branch, Newcastle upon Tyne NE8 1YX, which give precise information about the social security arrangements for countries which have special agreements.

Britain is unique in offering supplementary benefits so there's no question of pensioners, who are eligible for extra help here getting it if they leave.

Company pension schemes pay out any increases wherever you may roam and what over the inflation rate. While the inflation rate in Britain may help in the decision as to what the annual increase should be for former employees there would be no cut for those in Switzerland, where inflation is low or Brazil where it is very high, said a spokesman for the Company Pensions Information Centre.

But pensioners may find that they get less cash to spend than expected if they choose a destination which has a strong currency which makes the exchange rates unfavourable to sterling.

As pensioners get older and less fit many choose to return to Britain to get treatment under the National Health Service. But it is not only the treatment that is important. They may want to see a relative for the last time but not have the money to pay the fares.

An insurance scheme for those emigrating to Australia and New Zealand, leaving their families 12,000 miles behind, is operated by Patrick Leigh as the Emergency Travel Insurance Scheme. Policies are taken out naming the emigrants and the selected relatives they would want to see in the case of a bad accident or one of them being seriously ill.

In such an emergency the policy pays the air fares so that whether parents or children are seriously ill they can be visited.

The premiums start at £30, with one adult insured in Britain or Australia and New Zealand, but the premiums are higher if one or more of the people named on the policy is 70 to 75.

The scheme is underwritten by the Navigators and General Insurance Company (Eagle Star) and the operators can be contacted at 20 Lime Street, London EC3M 7HN.

## Unsafe as empty houses

When it comes to house insurance, expatriates can be on tricky ground. Sara Webb points out some of the pitfalls.

AS Ambrose Bierce pointed out in *The Devil's Dictionary*, insurance is an ingenious game of chance in which the player is permitted to enjoy the comfortable conviction that he is beating the man who keeps the table.

The problems arise if the player is hoping to leave his house unoccupied and insure the building and contents while he's out of the country for several months at a stretch, because he may well find he has little chance of joining the game at all.

Anyone planning to move abroad and leave a property unoccupied must notify the insurer of this change in circumstances and check the existing policy carefully.

Insurance companies are marginally more sympathetic towards their existing customers, but there is a tendency either to withdraw certain clauses in the normal policy or to bump up the premiums - in some cases by 200 per cent. New customers will probably be greeted without enthusiasm. After all, from the insurer's point of view, an empty property is an unattractive risk - unit windows and weed-ridden gardens beckon to burglars and squatters, and the contents are more likely to be damaged by flooding or storms than when the house is lived in.

The first item to check is whether the insurance for an unoccupied property covers all such normal risks as fire, flooding, malicious and accidental damage, as well as paying architects and surveyors' fees and the cost of alternative accommodation if the owner is left stranded upon return.

General Accident, for example, charge the same premium for occupied and unoccupied houses, but in the latter case, the policy excludes: breakage of fixed glass, double glazing, sanitary fixtures, and destruction, or damage by theft or malice.

Even so, premiums can be considerably higher for the contents of unoccupied properties, though premiums vary according to area.

When the house is rented out during the owner's absence, contents cover does not include theft by the tenant - there must be signs of forced entry.

It is assumed that jewellery, paintings, furs, silver, clocks and other valuables will either be locked away in a safe or will accompany the house owner abroad.

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Abbey National's Higher Interest Account rate has just shot up to a new all time high. Offering you a record 10.75% net.

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To: Dept. HIR, Abbey National Building Society, FREEPOST, United Kingdom House, 180 Oxford Street, London W1E 3YZ.

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Full Name(s) Mr/Mrs/Miss

Address

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Tel.

Signature(s)

Date

G46

Please send me full details and an application card. I/we understand the rate may vary.

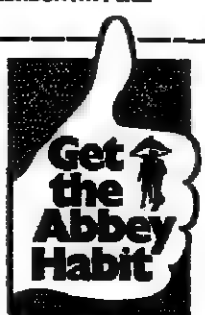
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NET COMPOUNDED ANNUAL RATE WHEN FULL HALF-YEARLY INTEREST REMAINS INVESTED

GROSS EQUIVALENT COMPOUNDED ANNUAL RATE TO BASIC RATE TAXPAYERS

**ABBNEY NATIONAL HIGHER INTEREST ACCOUNT**



## YOUR SAVINGS

	% interest net	% gross for basic rate taxpayer	Tax	£ Min
<b>BANKS</b>				
Deposit	7.75	10.10.35	paid	1
Regular savings	8.25-9.125	11.74-18	paid	10-month
Lump sum 3 months	8.6-9.8	12.25-13.57	paid	2,000
High interest	9-9.5	12.64-13.57	paid	100+
High interest	9-9.5	12.64-13.57	paid	2,000
Current account	9-9.5	12.64-13.57	paid	2,000
<b>BUILDING SOCIETIES</b>				
Share account	8.50	11.74	paid	100
7 day	8.50	11.74	paid	100
Instant Access	8.50	11.74	paid	200-500
90 day	10.10.35	14.35-14.9	paid	200-500
High interest account	10.25-10.75	14.6-15.4	paid	10,000
<b>TRUSTEE SAVINGS BANK</b>				
Deposit	7.75	10.71	paid	50
Deposit	7.75	10.71	paid	50
Deposit	7.75	10.71	paid	50
<b>NATIONAL SAVINGS</b>				
Ordinary account	3	5	1st 570 free	500
Investment account	8.50	12.25	1st 570 free	500
Deposit bond	9.5	13.55	to pay	100
Monthly income bond	9.5	13.55	to pay	2,000
* If least one calendar year, starting January 1				
<b>NATIONAL SAVINGS CERTIFICATES (200 min)</b>				
Current rate	8.57	12.64	free	20
<b>INDEX-LINKED CERTIFICATES</b>				
1st linked	8.57	12.64	free	10
2nd linked	8.57	12.64	free	10
<b>YEARLY PLAN</b>				
1st year	8.57	12.64	free	10
2nd year	8.57	12.64	free	10
<b>LOCAL AUTHORITIES</b>				
1st year	8.57	12.64	paid	500
2nd year	8.57	12.64	paid	500

Weekend Money is edited by Margaret Dibben

## Why more and more homeowners choose Lombard

A Homeowners Loan can be used for almost anything at all - from a home extension, to repaying existing loans and credit card balances. Unlock the unused value of your home as security for a loan of between £2,000 and £12,000.

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A loan of £3,500 can be repaid at £92.18 per month over 60 months. This makes a total amount payable of £5,530.80 (APR 21.6% variable).

If you are aged between 18 and 65, and are a homeowner, telephone Val Bishop on 021-744-4544 (ansafone outside office hours) or simply post the coupon below for details.

**LOMBARD HOMEOWNERS' LOAN PLAN**

To: Lombard North Central PLC  
FREEPOST, Shirley, Solihull,  
West Midlands B39 1BR

Name \_\_\_\_\_

Address \_\_\_\_\_

Post Code \_\_\_\_\_

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